

**MEETING AGENDA
KISSIMMEE CHARTER SCHOOL BOARD**

**KISSIMMEE CHARTER ACADEMY
2850 BILL BECK BOULEVARD, KISSIMMEE, FL 34744
THURSDAY, APRIL 28, 2022 AT 4:30 PM**



- 1. MEETING CALLED TO ORDER**
- 2. MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE**
- 3. AGENDA ADDITIONS OR REVISIONS**
- 4. PRESENTATIONS**
 - 4.A 2022 IKCA Character Essay Contest Winners
 - 4.B Former IKCA Student Visit and Presentation to Elementary Students
- 5. HEAR AUDIENCE**
- 6. CONSENT AGENDA**
 - 6.A 2.24.22 SAB Minutes
 - 6.B 2022-2023 School Calendar
 - 6.C Mobile Panic Alert System/Alyssa's Alert
 - 6.D Teacher Salary Increase Allocation
 - 6.E 2022-2023 School Advisory Board Meeting Dates and Action Calendar
 - 6.F Floor Waxing
- 7. OLD BUSINESS**
- 8. NEW BUSINESS**
 - 8.A Bill Beck Expansion
 - 8.B Bus Fleet Analysis
 - 8.C Financial Report
 - 8.D Preliminary Budget
 - 8.E Student Character Surveys
 - 8.F Staff Surveys
- 9. SCHOOL REPORT**
- 10. REGION REPORT**
- 11. HEAR CHAIRMAN AND BOARD MEMBERS**
- 12. ADJOURNMENT**
 - 12.A Next Meeting May 19, 2022 at 4:30pm in the school library.

Kissimmee Charter Academy School Advisory Board – April 28, 2022

In accordance with Florida Statutes 286.105: Any person wishing to appeal any decision made by the Kissimmee Charter School Board with respect to any matter considered at such meeting or hearing will need to ensure that verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is made.

In accordance with Florida State 286.26, persons needing assistance to participate in any of these proceedings should contact the Office of the City Clerk, 101 Church Street, Kissimmee, Florida, (407) 518-2309.

ITEM 4.A
2022 IKCA Character Essay Contest Winners

Explanation

Students in 3rd through 8th grade participated in the **Imagine Schools 16th Annual National Character Essay Contest**. We were very impressed with the quality of the essays and how students unpacked and responded to maxims related to the theme of **Forgiveness**. Attached is a listing of the grade level winners for students at Imagine Kissimmee Charter Academy. 3rd Grade - Roqaya Bejaoui; 4th Grade - Lylah Bader; 5th Grade - Victoria Roque ; 6th Grade - Gabriel Mata ; 7th Grade - Esteban De La Torre ; 8th Grade - Fatima Bejaoui



Requested School Board Action: No Action

Attachment(s):
None

ITEM 4.B

Former IKCA Student Visit and Presentation to Elementary Students

Explanation

Our elementary students had the distinct honor to meet a former IKCA student and now children's book illustrator, Adriana Suarez. Students read her books, see her original paintings, and ask many questions. Some even asked for her autograph!! A big shout out to Mayra Gonzalez for hosting Adriana at our school and creating memorable experiences for our Timberwolves!!



Requested School Board Action: No Action

Attachment(s):

None

ITEM 6.A
2.24.22 SAB Minutes

Explanation

Requested School Board Action: Approve

Staff recommends Board approval.

Attachment(s):

1. IKCA SAB 2.24.22 Minutes

**MEETING MINUTES
KISSIMMEE CHARTER SCHOOL BOARD**

**KISSIMMEE CHARTER ACADEMY
2850 BILL BECK BOULEVARD, KISSIMMEE, FL 34744
THURSDAY, FEBRUARY 24, 2022 AT 4:30 PM**



1. **MEETING CALLED TO ORDER** Kelly Trace called the meeting to order at 4:40pm.
2. **MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE** Kelly Trace led the meeting in the moment of silence and Patrick North led the Pledge of Allegiance.
3. **AGENDA ADDITIONS OR REVISIONS** None.
4. **PRESENTATIONS**
 - 4.A CivicClerk Utilization
The presentation will occur at the April SAB meeting.
 - 4.B Certificate of Appreciation for National School of Choice Week
Dr. Jennifer Fornes shared that the school received a certificate of participation from the National School Choice Week. National School Choice Week is a not-for-profit, charitable effort to raise awareness of effective K–12 education options for children. The organization's goal is to focus equally on traditional public schools, public charter schools, public magnet schools, private schools, online schools, and homeschools. By researching and developing comprehensive and unbiased web-based resources, they work year-round to help parents better understand their school choice options and navigate the process of finding schools or learning environments that best meet their children's needs. They also partner with tens of thousands of schools, homeschool groups, and organizations to raise broad public awareness of school choice and of the importance of opportunity in K–12 education. These efforts take place in January of each year during the annual celebration. The next annual celebration will take place from January 22 – 28, 2023. Kissimmee Charter Academy has already signed up to participate in next year's event.
 - 4.C FETC Conference Update
Erick Estrada shared an update from the FETC conference. He and Sherly Ortiz attended several professional learning sessions and shared information about the technology program the school will be using on a trial basis to support student attendance and reporting.
5. **HEAR AUDIENCE** None.
6. **CONSENT AGENDA** Kelly Trace made a motion to approve the consent agenda with item 6b being pulled for discussion. Rodney Denson seconded. All in favor. Motion carried.
 - 6.A January 27, 2022 School Advisory Board Meeting Minutes
 - 6.B A/C Replacement

Erick Estrada shared the summary proposals for the replacement of the three (3) air conditioning units. Three (3) Bard air conditioning units in the outdoor concretables are no longer functioning and require replacement as they are original installs. The recommendations from the air conditioning companies were to replace these units as repairing them would only be temporary, if they could find parts. Premier Comfort has already filed for permits with the City of Kissimmee. Premier Comfort Air was the lowest bid and the units are available and ready for installation.

Joshua Pies made a motion to approve the vendor Premier Comfort Air for the purchase of three (3) BARD units in the amount of \$29,631. Rodney Denson seconded. All in favor. Motion carried.

7. OLD BUSINESS None.

8. NEW BUSINESS Financial Report

8.A Financial Report

Greg Young shared the financial report for the school month ending January 31, 2022.

Joshua Pies made a motion to approve the financial report for the month ending January 31, 2022 with the correction to the employee compensation line of \$200,000. Rodney Denson seconded. All in favor. Motion carried.

8.B Teacher Salary Discussion

Dr. Jennifer Fornes shared that she would like to utilize funds from the employee Compensation Fund Balance to support a one-time bonus for all staff as a retention bonus. She shared three (3) options with the board.

Joshua Pies made a motion to provide employee compensation bonuses of up to \$65,000 from the employee compensation fund balance as outlined in Option #1: Certified Full-Time Personnel \$1,000; Full-Time Support Personnel \$500; and Part-Time Personnel \$300 seconded. All in favor. Motion carried.

Kelly Trace shared that she would like to have a teacher salary plan that is competitive with the local school district. Greg Young shared that he had created a template to create a plan to support the increases. Kelly Trace shared that there may be a need for the school to determine cost savings in different categories to increase the salaries. She also shared that the proposal should include a total benefits package as health insurance and other benefits should be considered when developing the compensation package. Greg Young and Dr. Jennifer Fornes will work to develop a plan to support this request at the next board meeting.

9. SCHOOL REPORT Dr. Jennifer Fornes shared that the school has worked with Josh Daniel with the City of Kissimmee to place an ad on the digital signs to market enrollment for the school's VPK and K-8 programs. It will remain for two weeks and will run again in June. The school will also be participating in the Hispanic Business Council Kissimmee Chamber Event on March 24th at the Kissimmee Lakefront. The school will provide virtual tours of the school and also provide on-site registration for attendees interested. The Osceola County School District site visit occurred on February 4th with observations and some professional learning on supporting students within certain FSA bands to increase learning gains. This summer the school will host summer camp and will begin promoting it the week before spring break. The summer camp will be open to all

community students K-8th grade. There are also several upcoming events: Read Across America Week, STEMAdventure Day, Extended Teacher Planning Days, Character Surveys, and several field trips are also planned. These field trips include 8th grade to Medieval times, a middle school trip to Washington DC over Spring break, 5th grade to Zoo Tampa, 1st grade to Brevard Zoo, kindergarten to Crayola Experience and several different grade levels will be going to St. Augustine. We are looking forward to getting back to some normalcy for our students and engaging in authentic learning experiences outside the classroom.

10. **REGION REPORT** The Imagine School regional team is in the midst of coordinating the Celebration of Excellence, which includes each school teacher of the year, rookie teacher of the year, and employee of the year. These celebrations will occur in April where each school's candidate and their families will be honored. The region team is also working to support schools in teacher recruitment through the use of onsite recruitment events and virtual events through Handshake sponsored by local universities.

Kelly Trace asked Courtney Ausherman if she had any additional information to share. She stated that the school is in compliance with the items requested on the ChartersLink site and is looking forward to the next school site visit.

11. **HEAR CHAIRMAN AND BOARD MEMBERS** Joshua Pies shared he would like to see an upgrade to the fleet of buses at the school. Greg Young shared that another regional school is moving towards the purchase of a new fleet of buses and has current estimates and can provide information at the next board meeting.
12. **ADJOURNMENT** Meeting adjourned at 6:00pm.

Kelly Trace, Board Chair

ITEM 6.B

2022-2023 School Calendar

Explanation

Kissimmee Charter Academy follows the Osceola County School District student days calendar each school year. Teachers will report on August 1, 2022.

Requested School Board Action: Approve

Staff recommends Board approval.

Attachment(s):

1. 2022-2023 calendars Student and Teacher
2. 2022-2023 OCSD SCHOOL CALENDAR



2022-2023 SCHOOL CALENDAR

August	1	Mon	Teacher Report for Preplanning
	10	Wed	First Day of School for Students
September	5	Mon	Labor Day - Teacher/Student Holiday
	12	Mon	Progress Reports Go Home
October	13	Thurs	End of 1 st Grading Period
	14	Fri	Teacher Work Day/Student Holiday
	17	Mon	First Day of 2 nd Grading Period
	24	Fri	Report Cards Go Home
November	10	Fri	Progress Reports Go Home
	18	Fri	Veterans Day - Teacher/Student Holiday
	21-25	Mon-Fri	Thanksgiving Week – Teacher Holiday/Student Holiday
December	16	Fri	Last Day of Classes/End of 2 nd Grading Period
	19-30	Mon-Fri	Winter Break - Teacher/Student Holiday
January	3	Tues	Teacher Work Day/Student Holiday
	4	Wed	Classes Resume/First Day of 3 rd Grading Period
	16	Mon	Martin L King, Jr Day - Teacher/Student Holiday
	17	Tues	Report Cards Go Home
February	7	Tues	Progress Reports Go Home
	17	Fri	Rodeo Day - Teacher/Student Holiday
March	9	Thurs	End of 3 rd Grading Period
	10	Fri	Teacher Work Day/Student Holiday
	13-17	Mon-Fri	Spring Break - Teacher/Student Holiday
	20	Mon	Classes Resume 1 st day of 4 th Grading Period
April	3	Mon	Report Cards Go Home
	25	Tues	Progress Reports Go Home
May	29	Mon	Memorial Day – Teacher/Student Holiday
	30	Tues	Last Student Day/End of 4 th Grading Period/ Report Cards Go Home
	31	Wed	Teacher Work Day



The School District of Osceola County, Florida
Dr. Debra P. Pace – Superintendent
 817 Bill Beck Boulevard • Kissimmee, Florida 34744-4492
 Phone: 407-870-4600 • FAX: 407-870-4010

2022/2023 SCHOOL CALENDAR
CALENDAR TO FOLLOW FOR ALL SCHOOLS IN THE DISTRICT

<u>MONTH</u>	<u>DATE</u>	<u>DAY</u>		<u>PUPIL DAYS</u>	<u>TEACHER DAYS</u>	<u>PAID HOLIDAYS</u>
AUGUST	3-9 10	WED-TUES WED	TEACHERS REPORT, PREPLANNING (5 DAYS) FIRST DAY OF SCHOOL FOR STUDENTS/FIRST DAY OF 1 ST GRADING PERIOD	16	21	
SEPTEMBER	5 23	MON FRI	LABOR DAY – TEACHER/STUDENT HOLIDAY PROFESSIONAL DEVELOPMENT/PROFESSIONAL STUDY DAY/ STUDENT HOLIDAY	20	21	1
OCTOBER	13 14 17	THUR FRI MON	END OF 1 ST GRADING PERIOD TEACHER WORK DAY/STUDENT HOLIDAY FIRST DAY of 2 ND GRADING PERIOD	20	21	
NOVEMBER	11 21-23 24 25	FRI MON-WED THUR FRI	VETERANS DAY – TEACHER/STUDENT HOLIDAY TEACHER NON-WORK DAYS/STUDENT HOLIDAYS THANKSGIVING – TEACHER/STUDENT HOLIDAY TEACHER NON-WORK DAY/STUDENT HOLIDAY	16	16	1 1
DECEMBER	16 19-30	FRI MON- FRI	LAST DAY OF CLASSES/END OF 2 ND GRADING PERIOD WINTER BREAK – TEACHER/STUDENT HOLIDAY	12	12	
JANUARY	2 3 4 16	MON TUES WED MON	LAST DAY OF WINTER BREAK TEACHER WORK DAY/STUDENT HOLIDAY CLASSES RESUME/FIRST DAY OF 3 RD GRADING PERIOD MARTIN L. KING, JR. DAY – TEACHER/STUDENT HOLIDAY	19	20	2 1
FEBRUARY	17	FRI	RODEO DAY – TEACHER NON-WORK DAY/STUDENT HOLIDAY	19	19	
MARCH	9 10 13-17 20	THURS FRI MON-FRI MON	END OF 3 RD GRADING PERIOD TEACHER WORK DAY/STUDENT HOLIDAY SPRING BREAK – TEACHER/STUDENT HOLIDAY CLASSES RESUME/FIRST DAY OF 4 TH GRADING PERIOD	17	18	
APRIL				20	20	
MAY	29 30 31	MON TUES WED	MEMORIAL DAY END OF 4 TH GRADING PERIOD – LAST STUDENT DAY TEACHER WORK DAY/LAST TEACHER DAY	21	22	
				180	190	6

Progress Reports & Report Card Dates

9/12/22	1 st 9 Weeks Progress Reports
10/24/22	1 st 9 Weeks Report Cards
11/10/22	2 nd 9 Weeks Progress Reports
1/17/23	2 nd 9 Weeks Report Cards
2/7/23	3 rd 9 Weeks Progress Reports
4/3/23	3 rd 9 Weeks Report Cards
4/25/23	4 th 9 Weeks Progress Reports
5/30/23	4 th 9 Weeks Report Cards (Elementary)
7/13/23	4 th 9 Weeks Report Cards (Secondary)

Board Approved 12/15/20
Board Approved 10/5/21

NOTE: Emergency make-up days may be required and will be assigned based on the circumstances at time of occurrence.
 11 and 12 month employees will be required to report as directed by their supervisor.

ITEM 6.C

Mobile Panic Alert System/Alyssa's Alert

Explanation

During the 2020 Legislative Session, the Florida Legislature passed Senate Bill 70, and Governor Ron DeSantis signed it into law to provide an extra layer of protection in Florida's schools. The Legislature allocated \$6.4 million in recurring state funds to ensure every Florida public school has this critical life-saving tool. In accordance with Section (s.) 1006.07(4), Florida Statutes (F.S.), all Florida public schools, including charters, must implement a mobile panic alert system capable of connecting diverse emergency services technologies to ensure real-time coordination between multiple first responder agencies beginning with the 2021-2022 school year. Such system, known as "Alyssa's Alert," must integrate with local public safety answering point infrastructure to transmit 911 calls and mobile activations.

Kissimmee Charter Academy has used the RAVE mobile panic alert system and will be using this same system for the 2022-2023 school year.

Requested School Board Action: Approve

Staff recommends Commission approval.

Attachment(s):

1. Mobile Panic Alert System Documentation Form

MOBILE PANIC ALERT SYSTEM / ALYSSA ALERT CHARTER SCHOOL DOCUMENTATION FORM

It is the intention of _____ Charter School to
implement the _____ mobile panic alert
system.

Please initial the following criteria in accordance with SB 70(c) effective July 1, 2020:

_____ is a mobile panic alert system

_____ connects to a diverse emergency services technologies to ensure real-time coordination between multiple responder agencies

_____ "Alyssa Alert" integrates with local public safety answering point infrastructure to transmit 911 calls and mobile activations

Senate Bill 70: (c) Beginning with the 2021-2022 school year, each public school, including charter schools, shall implement a mobile panic alert system capable of connecting diverse emergency services technologies to ensure real-time coordination between multiple first responder agencies. Such system, known as "Alyssa's Alert," must integrate with local public safety answering point infrastructure to transmit 911 calls and mobile activations.

Charter School Administrator Signature

Charter School Governing Board Chair Signature

Date Approved by Governing Board (Board Meeting Date)

ITEM 6.D

Teacher Salary Increase Allocation

Explanation

The 2021-2022 Teacher Salary Allocation has been adjusted to provide for an increase as determined by the Florida Department of Education. The prior base was \$42,325 The new base for the 2021-2022 school year is \$43,000. These increases will be reflected in the teacher's payroll in May.

Requested School Board Action: Approve

Staff recommends Board approval.

Attachment(s):

1. IKCA 2021-2022 TSIA Allocation Plan Summary
2. 2021-2022 TSIA 80% Allocation
3. 2021-2022 TSIA 20% Allocation

**2021-22 TEACHERS SALARY INCREASE ALLOCATION
TSIA EXPENDITURE REPORT**

Developed with the Charter Support Unit's TSIA Calculator Version 2021-11

District Name	Osceola
Charter School Number (format ####, ex. 1234)	0866
Charter School Name	Kissimmee Charter Academy

SECTION A - Allocation Data

A1a	Charter school's proportionate share of TSIA from 2021-22 FEFP Second Calculation	\$ 120,527.00
A1	Charter school's TSIA Funds after Applicable Benefits (7.65%)	\$ 111,961.91
A2	Charter's proportionate share of the TSIA Maintenance Allocation	\$ 101,773.38
A3	Charter's proportionate share of the TSIA Growth Allocation	\$ 10,188.53
A4	80 percent of the charter's share of the 2021-22 TSIA Growth Allocation	\$ 8,150.83
A5	20 percent of the charter's share of the 2021-22 TSIA Growth Allocation	\$ 2,037.71
A6	Additional funding used for teacher salary increase (do not include these expenses in the data below)	811.47

SECTION B - Maintenance Allocation: *Used to maintain the salary increases provided in the 2020-21 fiscal year. If the cost to maintain these increases is greater than the charter's maintenance allocation, other funding sources must be used to cover this difference. If the cost to maintain these increases is less than the charter's maintenance allocation, the remaining funds may be combined with the school's Growth Allocation.*

B1	Funds available for the maintenance of 2020-21 TSIA increases	\$ 101,773.38
B2	Total cost to maintain the salary increases provided through the 2020-21 TSIA (enter the	\$ 102,372.00
B3	Funds remaining from the charter's share of the 2021-22 TSIA Maintenance Allocation	\$ -

SECTION C - 80% of the Growth Allocation: *Used to increase the base salary for all full-time classroom teachers as defined in s. 1012.01(2)(a), Florida Statutes (F.S.), including certified prekindergarten teachers funded in the 2021-22 Florida Education Finance Program, to a minimum of \$47,500 or to the maximum amount achievable based on the allocation and as specified in the General Appropriations Act. No eligible full-time classroom teacher shall receive a base salary less than the minimum base salary as adjusted by the charter school's allocation. This does not apply to substitute teachers.*

C1	Funds available from 80% allocation for increase to minimum base salary (from Item A4 and 70% of B3).	\$ 8,150.83
C2	Total number of full-time classroom teachers as defined in s. 1012.01(2)(a), F.S., including certified prekindergarten teachers funded in the 2021-22 FEFP.	28
C3	2020-21 minimum base salary for teachers as defined in s. 1012.01(2)(a), F.S., including certified prekindergarten teachers funded in the 2021-22 FEFP.	\$ 42,325.00
C4	Adjusted minimum base salary for 2021-22 for teachers as defined in s. 1012.01(2)(a), F.S., per implementation of the TSIA and any additional funding sources used.	\$ 43,000.00
C5	Increase in the minimum base salary as a result of the TSIA. (Item C4 minus Item C3)	\$ 675.00

C6	Number of teachers from Item C2 who make more than the adjusted minimum base salary prior to adding TSIA funds (for example, if the charter's adjusted minimum base salary is \$47,500 and a teacher made \$48,000 before any TSIA adjustment, count them here)	9
C7	Number of teachers from Item C2 who received an increase to at least the amount listed in Item C4 (for example, if the charter's adjusted minimum base salary is \$47,500 and a teacher made \$45,000 before any TSIA adjustment, count them here)	19
C8	The numbers in items C6 and C7 should total to the number in item C2. If the value here is 0, continue through the survey. If it is not 0, review the entered data in items C2, C6 and C7 for accuracy until it does.	0
C9	Total dollar amount used of the salary increase from the 80 percent of the charter's share of TSIA from 2021-22 FEFP Second Calculation, Item C1. This total should include the dollar amount increased for all full-time classroom teachers who will receive a salary increase from 80 percent of the charter's share. Do not include dollars used from fund sources other than TSIA. (Example: 1 teacher receives \$5,000 increase + 2 teachers receive \$3,000 increase each =	\$ 8,150.83
C10	Total dollar amount of unused funds from the 80 percent of the district's share of TSIA Growth Allocation from 2021-22 FEFP Second Calculation (Item C1 minus Item C9)	\$ -

SECTION D - 20% of the Growth Allocation: *Used to increase the base salary for all full-time classroom teachers as defined in s. 1012.01(2)(a), F.S., including certified prekindergarten teachers funded in the 2021-22 FEFP Second Calculation, for whom the adjusted minimum base salary increase did not result in an increase or resulted in an increase of less than 2 percent AND full-time instructional personnel as defined in s. 1012.01(2)(b)-(d), F.S. Twenty percent of the total allocation, plus any remaining funds from the charter's share of the eighty percent allocation, shall be used by the school as specified in s. 1011.62, F.S. This does not apply to substitute teachers.*

D1	Funds available from 20 percent of the school's share of the allocation (from Item A5 and	\$ 2,037.71
D2	Funds remaining from 80 percent of the school's share of the allocation (from Item B9)	\$ -
D3	Total funds available for Section D (Item D1 plus Item D2)	\$ 2,037.71
Full-Time Classroom Teachers		
D4	Number of full-time classroom teachers that received an increase from the 20 percent allocation.	17
D5	Average individual salary increase from the 20 percent allocation for teachers listed in item D4 (do not enter full annual salary amounts here)	\$ 100.00
D6	Smallest individual salary increase from the 20 percent allocation for teachers listed in item D4 (do not enter full annual salary amounts here)	\$ 100.00
D7	Largest individual salary increase from the 20 percent allocation for teachers listed in item D4 (do not enter full annual salary amounts here)	\$ 100.00
Full-Time Instructional Personnel		
D8	Number of full-time instructional personnel as defined in s. 1012.01(2)(b)-(d), F.S., that received an increase from the 20 percent allocation.	5
D9	Average individual salary increase from the 20 percent allocation for instructional personnel listed in Item D8 (do not enter full annual salary amounts here)	\$ 100.00
D10	Smallest individual salary increase from the 20 percent allocation for instructional personnel listed in Item D8 (do not enter full annual salary amounts here)	\$ 100.00
D11	Largest individual salary increase from the 20 percent allocation for instructional personnel listed in Item D8 (do not enter full annual salary amounts here)	\$ 100.00

D12	Total unused funds, if any, from the TSIA.	\$ (162.29)
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SECTION E - Error Report: *The following items will indicate whether there is an error with the data entered or the report or will indicate if some data should be verified for accuracy. Do not submit this report unless item E5 in this section is marked YES.*

D1	Teacher counts add up (Items B6 + Item B7 = Item B2)	Yes
D2	Data entered in all fields (if "No", verify that all orange boxes contain data, even if 0)	Yes
D3	Increase to base salary (Item B5 is positive)	Yes
D4	All funding used (if "Verify", please return any unused TSIA funds still held by the school to the district so that they may return them to the department)	No
D5	2021-22 TSIA Final Expenditure Report is ready to submit?	No

Base Salary	Teacher Count	Total
\$42,325.00	10	\$ 423,250.00
\$42,350.00	1	\$ 42,350.00
\$42,825.00	8	\$ 342,600.00
\$43,075.00	6	\$ 258,450.00
\$44,500.00	1	\$ 44,500.00
\$45,750.00	2	\$ 91,500.00
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
	28	\$ 1,202,650.00
	-	-

Base Salary	Teacher Count	Total
\$43,000.00	11	\$ 473,000.00
\$43,100.00	8	\$ 344,800.00
\$43,175.00	6	\$ 259,050.00
\$44,600.00	1	\$ 44,600.00
\$45,850.00	2	\$ 91,700.00
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
	28	\$ 1,213,150.00
	0	\$ 10,500.00

**TEACHER SALARY INCREASE SALARY SCHEDULE TEMPLATE
20 PERCENT ALLOCATION FOR OTHER FULL-TIME INSTRUCTIONAL PERSONNEL
FOR 2021-22 TSIA SALARY INCREASES**

Table 1. Full-Time Instructional Personnel Prior to Increase from TSIA		
Base Salary	Teacher Count	Total
\$43,075.00	1	\$ 43,075.00
\$48,000.00	1	\$ 48,000.00
\$48,250.00	1	\$ 48,250.00
\$49,360.00	1	\$ 49,360.00
\$50,045.00	1	\$ 50,045.00
		\$ -
		\$ -
		\$ -
		\$ 238,730.00
		\$ -

Table 2. Full-Time Instructional Personnel After Increase from TSIA		
Base Salary	Teacher Count	Total
\$43,175.00	1	\$ 43,175.00
\$48,100.00	1	\$ 48,100.00
\$48,350.00	1	\$ 48,350.00
\$49,460.00	1	\$ 49,460.00
\$50,145.00	1	\$ 50,145.00
		\$ -
		\$ -
		\$ -
		\$ 239,230.00
		\$ 500.00

ITEM 6.E**2022-2023 School Advisory Board Meeting Dates and Action Calendar****Explanation**

The 2022-2023 School Advisory Board dates and action items are provided for approval.

Requested School Board Action: Approve

Attachment(s):

1. 2022-2023 SAB calendar and action items

Imagine Kissimmee Charter Academy
We educate and inspire every child to succeed!
2850 Bill Beck Boulevard
Kissimmee, FL 34744
(407) 847-1400
Imaginekca.org



2022-2023 SCHOOL ADVISORY BOARD MEETING DATES

August 25, 2022 4:30pm
September 22, 2022 4:30pm
November 17, 2022 4:30pm
January 19, 2023 4:30pm
February 23, 2023 4:30pm
April 27, 2023 4:30pm
May 18, 2023 4:30pm

All board meetings are open to the public.
Parents are welcome to attend.
Any parent can request to speak to an agenda item.
There is a 3 minute time limit per person.





2022-2023 SCHOOL ADVISORY BOARD MEETING DATES AND ACTION ITEMS

**Kissimmee Charter Academy School Advisory Board meetings are held at
4:30pm in the school library on the dates listed below.**

August 25, 2022

Annual Wellness Policy
Mental Health Policy
Year-End Final Budget
Teacher Representative Appointment

November 17, 2022

Incentive Allocation
Revised Budget

February 23, 2023

Teacher of the Year Recognition
Rookie Teacher of the Year Recognition
Support Staff Person of the Year

May 18, 2023

Family Surveys
Advanced Reading Challenge Student Recognition
Board Member Election of Officers
Parent Liaison Appointment

September 22, 2022

Out of Field Report (if needed)
Audit
School Excellence Plan

January 19, 2023

Out of Field Report

April 27, 2023

Character Essay Student Recognition
Student Surveys
Staff Surveys
Board Calendar and Action Items
Preliminary Budget

ITEM 6.F

Floor Waxing

Explanation

Pending additional quotes.

Requested School Board Action:

Attachment(s):

None

6 Buses - 72 Month Loan

1	Base Price	\$	95,230	Bus	Blue Bird Vision
2	Total Delivered	\$	108,622	Engine:	Cummings Diesel
3	6 Buses	\$	651,732	Bus Capacity	77
4	(Est.) Interest Rate		4.38%	Warranties:	
5				Basic	5yr/Unlimited
6	72 Month Lease	\$	10,496	A/C	5yr/Unlimited
7	Total Cost (Lease)	\$	755,712	Transmission	7yr/Unlimited
8				Delivery ETA	2/1/2023

	R&M	Fuel	Loan	Total	Difference
11 2021-2022	55,604	28,539	-	\$ 84,143	-
12 2022-2023	27,802	23,188	52,480	\$ 103,470	19,327
13 2023-2024	5,560	18,550	125,952	\$ 150,063	65,920
14 2024-2025	8,341	19,977	125,952	\$ 154,270	70,127
15 2025-2026	11,121	21,404	125,952	\$ 158,477	74,334
16 2026-2027	13,901	22,831	125,952	\$ 162,684	78,541
17 2027-2028	16,681	24,258	125,952	\$ 166,891	82,748
18 2028-2029	19,461	25,685	73,472	\$ 118,619	34,476
19 2029-2030	22,242	27,112		\$ 49,354	(34,789)
20 2030-2031	25,022	28,539		\$ 53,561	(30,582)
21 2031-2032	27,802	28,539		\$ 56,341	(27,802)
22	\$ 233,537	\$ 268,623	\$ 755,712	\$ 1,257,872	\$ 332,299

10 Year Comparison

	Current	ew	Difference
26 Repairs & Maintenance	556,040	177,933	(378,107)
27 Fuel	285,390	240,084	(45,306)
28 Bus (8k x 8)	64,000	755,712	691,712
29 Bus sales (2k x 8)	(16,000)	-	16,000
30	889,430	1,173,729	284,299

Notes:

- ETA 9-month build time plus delivery
- On average new bus 8 MPG vs. used 5MPG
- Repairs & Maintenance (R&M) 5% annual increase

Fleet Analysis:

A commitment of an additional \$ 284,299 is needed in order to purchase a new fleet.

Imagine Kissimmee Charter Academy

FY 22 March Budget

649.45

662

700

	Projected Year End	Jan Revised Budget	FY 22 Prelim Budget	Variance	Comment +/- \$4,000
GENERAL FUND					
REVENUES					
Fed, State & Local Revenue					
1 FEFP Funding	4,751,526	4,807,757	5,085,472	(56,230)	Projected y/e
2					
3 Supplemental Fee Revenue					
4 Voluntary Pre-K Revenues - State	50,284	50,801	62,000	(517)	
5 Voluntary Pre-K Revenues - Fees	31,911	31,867	54,900	44	
6 Charter Capital Outlay Funding	433,335	437,385	344,522	(4,050)	Enrollment
7 Local-School Aged Child Care Fees	42,922	42,267	56,160	655	
8 Local-Other School, Courses, and Cla	6,688	9,095	9,045	(2,407)	
9 Local Summer Program	97	-	-	97	
10 Local-School Field Trip Revenues	36,000	36,000	40,000	0	
11 Local-School Fund Raising Activities	50,174	40,000	40,000	10,174	Higher than projected
12 Other Local Revenues	137,716	79,996	-	57,720	EE Compensation
13 Sub-total Supplemental Fee Reven	789,127	727,411	606,627	61,716	
14					
15 TOTAL REVENUES	5,540,653	5,535,168	5,692,099	5,485	
16					
17 EXPENSES					
18 Salaries	2,502,796	2,509,617	2,566,353	(6,821)	FT Subs
19 Benefits	784,213	792,600	803,011	(8,387)	FT Subs
20 Total Salaries & Benefits	3,287,009	3,302,217	3,369,364	(15,208)	
21					
22 Facility Expenses (Rent)	661,272	661,272	661,272	0	
23					
24 Direct Educational Expenses					
25 Kto6--Supplies	29,000	30,000	30,000	(1,000)	
26 Kto8--Textbooks	3,191	-	-	3,191	Wit & Wisdom MS Novels
27 PreK3--Supplies	5,465	5,464	2,000	1	
28 Health--Supplies	2,000	2,000	1,500	(0)	
29 Lib/Media--Supplies	200	200	-	(0)	
30 Principal--Supplies	3,000	3,000	3,000	0	
31 Principal--Noncap FF&E	20,227	20,227	12,000	0	
32 Supplies/Books-Bef/After--Supplies	1,000	1,000	1,000	0	
33 Sub-total Direct Educational Expenses	64,083	61,891	49,500	2,192	
34					
35 Facility Operating Expenses					
36 Plant Ops--Electricity	93,445	86,537	105,906	6,908	Increased Usage
37 Plant Ops--Water & Sewer	19,452	18,937	21,557	515	
38 Plant Ops--Waste	10,601	8,157	9,581	2,444	
39 Principal--Copier Maint Supplies	18,182	18,059	19,573	123	

40	Principal--Printing/Duplication	722	722	722	(0)	
41	Plant Ops--Landscaping Exp	16,915	16,915	12,000	0	
42	School Ops--Repairs & Maint	113,228	113,228	53,630	0	
43	Technology - Repairs and Maintenance	17,505	17,505	17,505	0	
44	Plant Ops--Telecommunications	3,610	3,116	3,611	494	
45	Sub-total Facility Operating Expenses	293,660	283,176	244,085	10,484	
46						
47	Imagine Fees	540,792	559,656	559,142	(18,864)	% of Revenues
48					-	
49	Marketing & Enrollment Expenses				-	
50	Principal--Advertising	14,659	15,710	28,127	(1,051)	
51	Principal--Internet	11,076	11,076	1,769	-	
52	Sub-total Marketing & Enrollment Exp	25,735	26,786	29,896	(1,051)	
53						
54	General & Administrative					
55	Capital Additions	14,293	14,293	10,000	-	
56	Workers Comp & Liability Insurance	29,588	29,588	29,181	-	
57	Board--Audit Fees	10,000	10,000	10,000	-	
58	Principal--District Fees	45,638	45,390	45,406	248	
59	Principal--Dues & Fees	63,879	81,725	85,459	(17,846)	ESSER Grant
60	Plant Ops--Gen. Liab. Ins	122,882	122,882	115,704	(0)	
61	Principal--Postage	1,270	1,270	1,270	0	
62	Principal--Misc. Exp	8,753	8,753	8,753	(0)	
63	Cent Support--Drug Testing	574	574	574	-	
64	Cent Support--Fingerprinting	352	352	352	-	
65	Fundraising--Misc. Exp	48,826	40,000	40,000	8,826	
66	Sub-total General & Administrative	346,054	354,827	346,698	(8,773)	
67						
68	Reserves	31,112	-	150,544	31,112	Adjusted to balance
69						
70	Other School Services					
71	Kto8-Field Trips	36,028	36,028	40,000	(0)	
72	Principal--Travel	2,401	2,098	4,395	303	
73	Bus Fuel	29,655	26,401	21,538	3,254	Inflation
74	Other Bus Expenses	56,024	51,011	49,585	5,013	Increased repairs
75	Bus Dues/Fees/Tags	5,050	4,930	4,465	120	
76	Prof & Tech - Contr Services - PT & OT	2,550	2,805	2,805	(255)	
77	Sch Outside Svc-Speech--Prof & Tech	49,000	50,000	50,000	(1,000)	
78	Inst Staff Trng--Prof & Tech Contracted	2,960	2,960	-	-	
79	Plant Ops--Guard/Security Svcs	69,553	69,553	67,810	-	
80	Plant Ops--Janitorial Exp	33,000	35,000	35,000	(2,000)	
81	Plant Ops--Exterminating	4,716	4,557	5,000	159	
82	Sch Outside Svc-Cent Support--Prof & Tech	-	-	1,000	-	
83	Sub-total Other School Services	290,936	285,343	281,598	5,593	
84						
85	TOTAL EXPENSES	5,540,653	5,535,168	5,692,099	5,486	
86						
87	CHANGE IN FUND BALANCE (NEGATIVE)	(0)	0	0	(0)	

88

	Beginning Fund Balance	Changes	Ending Fund Balance
Fund Balances			
Nonspendable	-		-
Assigned Funds: Buses	60,000	-	60,000
Assigned Funds: Employee Compensation	200,000	(57,720)	142,280
Assigned Funds: Instructional Materials	200,000		200,000
Assigned Funds: Technology	300,000		300,000
Unassigned	209,787	(79,296)	130,491
City Held Reserve Fund	1,571,920		1,571,920
	2,541,707	(137,016)	2,404,691

89

	Projected Year End	Jan Revised Budget	FY 22 Prelim Budget	Variance	Comment +/- \$4,000
FOOD SERVICE					
REVENUES					
Food - Federal Reimbursement	482,091	478,283	350,872	3,808	
Food - Local Sales	12,459	9,518	6,550	2,941	
TOTAL REVENUES	494,550	487,801	357,422	6,749	
EXPENSES					
School Salaries - Food Service	41,180	38,228	19,210	2,952	
Benefits: Food	2,732	2,306	1,967	426	
Food Service--Purchased Services	33,053	29,941	14,988	3,112	Indirect Costs
Food Service--Food	355,278	382,651	301,472	(27,373)	Based upon meals served
Food Service-Materials and Supplies	2,307	28	2,307	2,279	
TOTAL EXPENSES	434,550	453,154	339,944	(18,604)	
CHANGE IN FUND BALANCE (NEGATIVE)	60,000	34,647	17,478	25,353	
Beginning Fund Balance	-				
Ending Fund Balance	60,000				

115

116

117

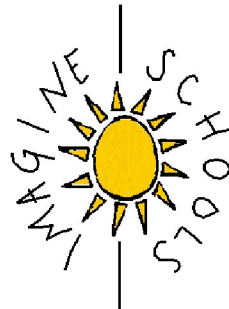
118	Title I	Projected Year	Jan Revised	FY 22 Prelim	Variance	Comment +/- \$4,000
119	REVENUES	End	Budget	Budget		
120	Title I + ICP	160,211	160,211	158,136	(0)	
121	Title 4	12,097	12,097	13,292	-	
122	TOTAL REVENUES	172,308	172,308	171,428	(0)	
123						
124	EXPENSES					
125	School Salaries - Title I	101,004	100,784	102,110	220	
126	Benefits: Title I	42,252	41,416	45,754	836	
127	ICP GRANT BONUS	3,000	3,000		-	
128	Title 1 Supplies+Parent	13,954	15,011	10,272	(1,057)	
129	Title 4	12,097	12,097	13,292	-	
130	TOTAL EXPENSES	172,308	172,308	171,428	(0)	
131						
132	NET DIFFERENCE	0	-	-	0	

133

134	CARES ACT	Projected Year	Jan Revised	FY 22 Prelim	Variance	Comment +/- \$4,000
135	REVENUES	End	Budget	Budget		
136	ESSER II/ESSER I Remaining Bal (2560)	599,953	597,393	579,786	2,560	
137	ECF Grant	8,500	8,500		-	
138		608,453	605,893	579,786	2,560	
139	EXPENSES					
140	Salaries	310,208	317,092	279,095	(6,884)	
141	Benefits	51,388	43,229	85,722	8,159	
142	'Salaries - Remediation/Intervention	183,106	185,422	-	(2,317)	
143	'Salaries - Counseling	55,505	55,657	-	(152)	
144	'Salaries - Safety/Enrollment	71,597	76,102	-	(4,505)	
145	Benefits	51,388	43,174	-	8,214	
146	Asset Building & Fixed	61,716	61,716	-	0	
147	Principal--Noncap FF&E	91,924	94,424	74,376	(2,501)	
148	Principal--Software	90,716	89,396	101,599	1,320	
149	Professional Development	2,500	-	2,500	2,500	
150	TOTAL EXPENSES	608,453	605,893	543,292	2,560	
151						
152	NET DIFFERENCE	0	0	36,494	0	

2022 Student Survey

Custom Report for Imagine Kissimmee Charter Academy



This report was generated on 04/23/22.

Survey invitations sent: 372
Overall surveys completed: 368
Percent of completion: 99 %

The report has been filtered for: All Respondents

2022 Student Survey

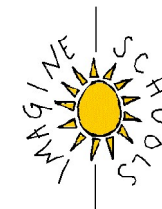


Table of responses for Imagine Kissimmee Charter Academy sorted by Percent Agree

Analysis % Respondents	Total	% Agree	Strongly Agree	Agree	Disagree	Strongly Disagree
Overall Responses	10630	83.9%	27.5%	56.4%	12.2%	3.9%
Teachers and other adults in this school expect me to do my best.	358	98.6%	52.0%	46.6%	1.1%	0.3%
Teachers and other adults at this school teach me how I am expected to act in class and throughout the school.	350	97.1%	45.4%	51.7%	2.6%	0.3%
I feel welcome at my school.	339	96.8%	24.2%	72.6%	2.7%	0.6%
I understand that cheating is wrong – I don't cheat or allow others to copy my work.	342	96.5%	43.3%	53.2%	2.6%	0.9%
My teachers keep my family informed about my academic and character progress.	334	95.5%	45.2%	50.3%	3.6%	0.9%
If I don't understand something, my teachers take time to explain it in another way.	332	91.3%	31.0%	60.2%	6.3%	2.4%
I am proud to be part of this school.	306	91.2%	36.6%	54.6%	5.9%	2.9%
I feel safe at my school.	317	88.3%	32.2%	56.2%	8.2%	3.5%
If I break the rules, I have chances to reflect on my behavior and learn from my mistakes.	342	88.3%	33.0%	55.3%	9.4%	2.3%
I am able to describe my progress in reaching my learning goals.	320	88.1%	25.6%	62.5%	10.0%	1.9%
My teachers make an effort to get to know me.	324	88.0%	28.7%	59.3%	9.9%	2.2%
The feedback that I get on my schoolwork helps me understand how to improve.	331	87.6%	22.7%	65.0%	8.8%	3.6%
I am growing in empathy by learning how to understand the feelings of others.	329	87.5%	27.1%	60.5%	10.6%	1.8%

*Grade 4 and above

**% agree=strongly agree+agree

2022 Student Survey

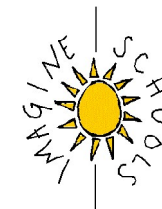


Table of responses for Imagine Kissimmee Charter Academy sorted by Percent Agree

Analysis % Respondents	Total	% Agree	Strongly Agree	Agree	Disagree	Strongly Disagree
Overall Responses	10630	83.9%	27.5%	56.4%	12.2%	3.9%
I am learning to navigate the internet in safe and respectful ways.	333	87.4%	27.0%	60.4%	9.0%	3.6%
Even if my schoolwork is challenging, I can learn it through effort.	340	87.1%	29.7%	57.4%	10.0%	2.9%
My classmates and I have opportunities to work together and give each other feedback.	331	87.0%	25.4%	61.6%	10.0%	3.0%
I am learning about Imagine Schools' Shared Values of Integrity, Justice, and Fun.	312	85.9%	22.4%	63.5%	12.8%	1.3%
I work with my teachers to set my own academic and character goals.	327	85.6%	21.1%	64.5%	11.9%	2.4%
I am learning to be a caring citizen by getting involved in projects that help my school or community.	325	82.2%	24.6%	57.5%	13.2%	4.6%
I feel comfortable asking questions in class to help me learn better.	326	81.3%	26.7%	54.6%	14.4%	4.3%
I have chances to brainstorm creative ideas and apply them to my work in class.	319	80.9%	22.6%	58.3%	16.0%	3.1%
I am learning strategies that help me resolve disagreements with others in peaceful ways.	321	80.4%	15.9%	64.5%	16.2%	3.4%
I feel I have grown in character because of our school's attention to character development.	295	79.0%	23.1%	55.9%	16.6%	4.4%
I have at least one teacher or adult at my school who I can talk to and who really understands me.	339	78.2%	41.9%	36.3%	13.9%	8.0%
In my class, I feel like I belong.	294	77.9%	21.1%	56.8%	15.6%	6.5%
I have chances to be a leader and help make decisions in my classroom or school.	304	77.0%	23.4%	53.6%	18.1%	4.9%

*Grade 4 and above

**% agree=strongly agree+agree

2022 Student Survey

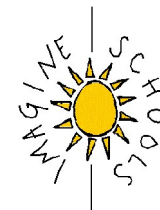


Table of responses for Imagine Kissimmee Charter Academy sorted by Percent Agree

Analysis % Respondents	Total	% Agree	Strongly Agree	Agree	Disagree	Strongly Disagree
Overall Responses	10630	83.9%	27.5%	56.4%	12.2%	3.9%
If someone does something wrong to me, I can forgive them.	283	76.0%	21.2%	54.8%	15.2%	8.8%
My teachers help me connect what I am learning in class to life outside the classroom.	312	75.3%	18.3%	57.1%	18.9%	5.8%
Homework and class practice help me grow and master my learning goals.	315	75.2%	17.8%	57.5%	17.1%	7.6%
I feel comfortable reporting a bullying incident (extreme teasing or threatening behavior) to a teacher or other st...	305	75.1%	30.5%	44.6%	14.8%	10.2%
In our class, we own up to our mistakes and help each other do better.	314	68.5%	13.4%	55.1%	22.9%	8.6%
My teacher's lessons and activities are interesting and spark my curiosity.	309	68.0%	17.5%	50.5%	23.6%	8.4%
At this school, everyone (students and adults) treat each other with respect.	302	55.6%	7.6%	48.0%	38.4%	6.0%

*Grade 4 and above

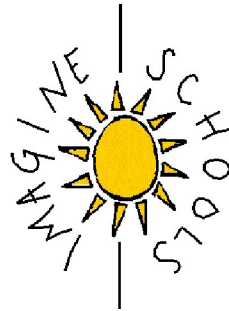
**% agree=strongly agree+agree

Imagine Kissimmee Charter Academy
Character Survey Results Comparison (4th-8th grade)
2021 to 2022

	Survey Questions:	21	22	+/-
1	I feel welcome at my school	95	97	2
2	At this school, everyone (students and adults) treat each other with respect.	67	56	-11
3	I am proud to be part of this school.	90	91	1
4	I am learning about Imagine Schools' Shared Values of Integrity, Justice, and Fun.	79	86	7
5	I have chances to be a leader and help make decisions in my classroom or school.	76	77	1
6	I feel safe at my school.	90	88	-2
7	Teachers and other adults in this school expect me to do my best.	97	99	2
8	I feel I have grown in character because of our school's attention to character development.	77	79	2
9	My teachers keep my family informed about my academic and character progress.	96	96	0
10	Teachers and other adults at this school teach me how I am expected to act in class and throughout the school.	94	97	3
11	If I break the rules, I have chances to reflect on my behavior and learn from my mistakes.	85	88	3
12	I feel comfortable reporting a bullying incident (extreme teasing or threatening behavior) to a teacher or other staff member.	76	75	-1
13	My teachers make an effort to get to know me.	85	88	3
14	In our class, we own up to our mistakes and help each other do better.	75	69	-6
15	I am learning strategies that help me resolve disagreements with others in peaceful ways.	73	80	7
16	I am able to describe my progress in reaching my learning goals.	86	88	2
17	If I don't understand something, my teachers take time to explain it in another way.	88	91	3
18	My teacher's lessons and activities are interesting and spark my curiosity.	72	68	-4
19	Homework and class practice help me grow and master my learning goals.	66	75	9
20	I am learning to be a caring citizen by getting involved in projects that help my school or community.	69	82	13
21	I am learning to navigate the internet in safe and respectful ways.	86	87	1
22	I have at least one teacher or adult at my school who I can talk to and who really understands me.	75	78	3
23	I understand that cheating is wrong – I don't cheat or allow others to copy my work.	96	97	1
24	Even if my schoolwork is challenging, I can learn it through effort.	83	87	4
25	I have chances to brainstorm creative ideas and apply them to my work in class.	80	81	1
26	My classmates and I have opportunities to work together and give each other feedback.	89	87	-2
27	My teachers help me connect what I am learning in class to life outside the classroom.	72	75	3
28	I am growing in empathy by learning how to understand the feelings of others.	83	88	5
29	If someone does something wrong to me, I can forgive them.	73	76	3
30	In my class, I feel like I belong.	84	78	-6
31	I work with my teachers to set my own academic and character goals.	77	86	9
32	The feedback that I get on my schoolwork helps me understand how to improve.	78	88	10
33	I feel comfortable asking questions in class to help me learn better.	73	81	8
	Total Pts. Av.	3,300	3,300	+/-
	Total Earned	2,685	2,759	74
	% Earned	81.4%	83.6%	2.2%

2022 Staff Survey (School Site)

Custom Report for Imagine Kissimmee Charter Academy



This report was generated on 04/23/22.

Survey invitations sent: 54
Overall surveys completed: 54
Percent of completion: 100 %

The report has been filtered for: All Respondents

2022 Staff Survey (School Site)

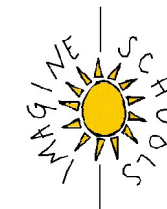


Table of responses for Imagine Kissimmee Charter Academy sorted by Percent Agree

Analysis % Respondents	Total	% Agree	Strongly Agree	Agree	Disagree	Strongly Disagree
Overall Responses	2044	95.5%	48.7%	46.9%	3.7%	0.7%
This school inspires me to do the very best at my job.	53	100.0%	50.9%	49.1%	0.0%	0.0%
At this school, families are kept informed of their children's academic and character progress, including accomplishments and growth areas.	54	100.0%	55.6%	44.4%	0.0%	0.0%
Teachers at this school take intentional steps to create a classroom community where students feel they belong and hold each other accountable for maintaining a safe and effective learning environment.	54	100.0%	46.3%	53.7%	0.0%	0.0%
Teachers at this school help students set personalized academic and character goals and provide them with opportunities to describe their progress towards reaching their own goals.	53	100.0%	49.1%	50.9%	0.0%	0.0%
Before moving on to a new topic, teachers provide multiple opportunities for students to demonstrate mastery and offer additional help to those that need it.	51	100.0%	33.3%	66.7%	0.0%	0.0%
Teachers at this school foster curiosity in students by planning lessons and activities that are interesting and keep students engaged.	52	100.0%	28.8%	71.2%	0.0%	0.0%
Students at this school are expected to have academic integrity and refrain from cheating.	53	100.0%	62.3%	37.7%	0.0%	0.0%
Teachers at this school help students develop a growth-mindset by providing specific feedback and recognizing students' efforts towards mastery of goals.	52	100.0%	50.0%	50.0%	0.0%	0.0%
Students are provided with opportunities to apply creativity skills while learning across all content areas (applying new and original ideas, problem solving new solutions, etc.).	52	100.0%	38.5%	61.5%	0.0%	0.0%
Teachers at this school take time to get to know their students and learn their individual interests and passions.	54	98.1%	51.9%	46.3%	1.9%	0.0%
Students have opportunities to work in small groups and learn the skills required for effective teamwork and collaboration.	54	98.1%	57.4%	40.7%	1.9%	0.0%
The principal celebrates our staff recognizing individual and collective achievements.	54	98.1%	59.3%	38.9%	1.9%	0.0%
Teachers at this school provide opportunities for students to grow in empathy by taking different perspectives and understanding the feelings of others.	53	98.1%	43.4%	54.7%	1.9%	0.0%

*% agree= strongly agree + agree

2022 Staff Survey (School Site)

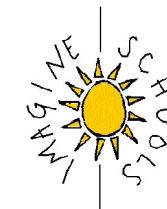


Table of responses for Imagine Kissimmee Charter Academy sorted by Percent Agree

Analysis % Respondents	Total	% Agree	Strongly Agree	Agree	Disagree	Strongly Disagree
Overall Responses	2044	95.5%	48.7%	46.9%	3.7%	0.7%
Our school promotes family involvement in school events and activities.	53	98.1%	77.4%	20.8%	1.9%	0.0%
I see myself as a vital part of the success of this school.	53	98.1%	56.6%	41.5%	1.9%	0.0%
Teachers at this school help students connect what they are learning in class to life outside the classroom.	52	98.1%	46.2%	51.9%	1.9%	0.0%
This school provides a welcoming and supportive environment for students, families, and staff.	54	96.3%	64.8%	31.5%	3.7%	0.0%
I have opportunities to participate in school decisions, give and receive advice, take action, and be accountable for the results.	54	96.3%	64.8%	31.5%	1.9%	1.9%
I am given opportunities to make contributions beyond my area of primary responsibility.	54	96.3%	63.0%	33.3%	1.9%	1.9%
Teachers and staff clearly communicate school-wide behavior expectations to students and families.	53	96.2%	45.3%	50.9%	1.9%	1.9%
When students break the rules, they are given opportunities to reflect on their behavior and learn from their mistakes.	53	96.2%	54.7%	41.5%	3.8%	0.0%
Students at this school are taught explicit strategies that help them resolve disagreements with others in peaceful ways.	53	96.2%	47.2%	49.1%	3.8%	0.0%
I have been given an opportunity to become familiar with our school's budget and financial standing.	50	96.0%	62.0%	34.0%	4.0%	0.0%
Students are assigned homework and practice that aligns with the school's homework policy and addresses students' mastery of learning goals.	48	95.8%	35.4%	60.4%	4.2%	0.0%
This school ensures that every student has at least one adult mentor or advocate who they trust.	46	95.7%	41.3%	54.3%	4.3%	0.0%
Our school leaders and staff work collaboratively to improve all students' learning gains.	54	94.4%	53.7%	40.7%	5.6%	0.0%

2022 Staff Survey (School Site)

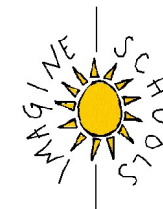


Table of responses for Imagine Kissimmee Charter Academy sorted by Percent Agree

Analysis % Respondents	Total	% Agree	Strongly Agree	Agree	Disagree	Strongly Disagree
Overall Responses	2044	95.5%	48.7%	46.9%	3.7%	0.7%
Our staff attempts to live out Imagine Schools' Shared Values of Integrity, Justice, and Fun.	53	94.3%	43.4%	50.9%	1.9%	3.8%
My school leader or direct supervisor works with me to evaluate my performance and helps me identify areas of growth to target my professional learning opportunities.	52	94.2%	32.7%	61.5%	3.8%	1.9%
At this school, students are encouraged to report bullying (extreme teasing or threatening behavior) when they see it, and immediate actions are taken to stop it.	51	94.1%	70.6%	23.5%	5.9%	0.0%
I see myself working with Imagine Schools for many years to come.	48	93.8%	64.6%	29.2%	6.3%	0.0%
Teachers and staff work collaboratively to establish a culture of high academic and character expectations for all students.	54	92.6%	51.9%	40.7%	5.6%	1.9%
Students at this school are learning to navigate the internet in safe and respectful ways.	53	92.5%	37.7%	54.7%	5.7%	1.9%
Students and adults are physically and emotionally safe in this school.	54	90.7%	46.3%	44.4%	7.4%	1.9%
The programs and resources at this school are adequate to support students' learning.	54	90.7%	37.0%	53.7%	9.3%	0.0%
Instructional leaders at this school visit classrooms regularly and provide teachers with targeted and timely feedback to improve instruction.	52	90.4%	32.7%	57.7%	7.7%	1.9%
Once we start a new program at this school, we follow up to make sure it's working as intended.	50	90.0%	32.0%	58.0%	8.0%	2.0%
Students have opportunities to grow in character by getting involved in service learning projects that benefit the school or the wider community.	51	88.2%	35.3%	52.9%	9.8%	2.0%
At this school, everyone (students, teachers and administrators) treat each other with respect.	53	84.9%	32.1%	52.8%	13.2%	1.9%
I see positive changes in our students' behavior as a result of our school's emphasis on character development.	53	83.0%	39.6%	43.4%	13.2%	3.8%

*% agree= strongly agree + agree

Imagine Kissimmee Charter Academy
Shared Values Survey Results Comparison (4th-8th grade)
2021 to 2022

Survey Questions:		21	22	+/-
1	This school provides a welcoming and supportive environment for students, families, and staff.	90	96	6
2	At this school, everyone (students, teachers and administrators) treat each other with respect.	69	85	16
3	This school inspires me to do the very best at my job.	83	100	17
4	Our staff attempts to live out Imagine Schools' Shared Values of Integrity, Justice, and Fun.	83	94	11
5	I have opportunities to participate in school decisions, give and receive advice, take action, and be accountable for the results.	74	96	22
6	Students and adults are physically and emotionally safe in this school.	90	91	1
7	Teachers and staff work collaboratively to establish a culture of high academic and character expectations for all students.	92	93	1
8	I see positive changes in our students' behavior as a result of our school's emphasis on character development.	85	83	-2
9	At this school, families are kept informed of their children's academic and character progress, including accomplishments and growth areas.	89	100	11
10	Teachers and staff clearly communicate schoolwide behavior expectations to students and families.	79	96	17
11	When students break the rules, they are given opportunities to reflect on their behavior and learn from their mistakes.	83	96	13
12	At this school, students are encouraged to report bullying (extreme teasing or threatening behavior) when they see it, and immediate actions are taken to stop it.	86	94	8
13	Teachers at this school take time to get to know their students and learn their individual interests and passions.	98	98	0
14	Teachers at this school take intentional steps to create a classroom where students feel they belong and hold each other accountable for maintaining a safe and effective learning environment.	98	100	2
15	Students at this school are taught explicit strategies that help them resolve disagreements with others in peaceful ways.	95	96	1
16	Teachers at this school help students set personalized academic and character goals and provide them with opportunities to describe their progress towards reaching their own goals.	96	100	4
17	Before moving on to a new topic, teachers provide multiple opportunities for students to demonstrate mastery and offer additional help to those that need it.	94	100	6
18	Teachers at this school foster curiosity in students by planning lessons and activities that are interesting and keep students engaged.	100	100	0
19	Students are assigned homework and practice that aligns with the school's homework policy and addresses students' mastery of learning goals.	96	96	0
20	Students have opportunities to grow in character by getting involved in service learning projects that benefit the school or the wider community.	72	88	16
21	Students at this school are learning to navigate the internet in safe and respectful ways.	90	93	3
22	This school ensures that every student has at least one adult mentor or advocate who they trust.	80	96	16
23	Students at this school are expected to have academic integrity and refrain from cheating.	100	100	0
24	Teachers at this school help students develop a growthmindset by providing specific feedback and recognizing students' efforts towards mastery of goals.	98	100	2
25	Students are provided with opportunities to apply creativity skills while learning across all content areas (applying new and original ideas, problem solving new solutions, etc.).	96	100	4
26	Students have opportunities to work in small groups and learn the skills required for effective teamwork and collaboration.	97	98	1

Imagine Kissimmee Charter Academy
Shared Values Survey Results Comparison (4th-8th grade)
2021 to 2022

27	Teachers at this school help students connect what they are learning in class to life outside the classroom.	94	98	4
28	Teachers at this school provide opportunities for students to grow in empathy by taking different perspectives and understanding the feelings of others.	98	98	0
29	Our school promotes family involvement in school events and activities.	93	98	5
30	The principal celebrates our staff recognizing individual and collective achievements.	85	98	13
31	Our school leaders and staff work collaboratively to improve all students' learning gains.	88	94	6
32	I am given opportunities to make contributions beyond my area of primary responsibility.	82	96	14
33	Instructional leaders at this school visit classrooms regularly and provide teachers with targeted and timely feedback to improve instruction.	73	90	17
34	My school leader or direct supervisor works with me to evaluate my performance and helps me identify areas of growth to target my professional learning opportunities.	73	94	21
35	The programs and resources at this school are adequate to support students' learning. (Justice & Integrity)	75	91	16
36	Once we start a new program at this school, we follow up to make sure it's working as intended. (Fun – Accountability for Decision)	70	90	20
37	I have been given an opportunity to become familiar with our school's budget and financial standing.	64	96	32
38	I see myself as a vital part of the success of this school.	95	98	3
39	I see myself working with Imagine Schools for many years to come.	92	94	2
	Total Pts. Av.	3,900	3,900	+/-
	Total Earned	3,395	3,724	329
	% Earned	87.1%	95.5%	8.4%
	Percent Completed	88%	100%	