

SUBJECT

Xavier Charter School Annual Update

APPLICABLE STATUTE, RULE, OR POLICY

N/A

BACKGROUND

Xavier Charter School (XCS) is a public charter school authorized by the Public Charter School Commission (PCSC). Located in Twin Falls, XCS recently completed its sixth year of operations serving approximately 620 students in grades K-12.

For several years, XCS's financial stability was increasingly threatened by an unsustainable facility lease. At the February 22, 2013, PCSC meeting, XCS reported that the board successfully negotiated a reduced lease payment for the next three years, allowing XCS to balance the FY13 budget, begin to build reserve funds, and move toward long-term financial stability.

DISCUSSION

XCS has provided a written update regarding the status of the school.

The dashboard provided by XCS shows enrollment for 2012-2013 (included as "Current Year" data) and 2011-2012 (included as "Previous Year" data). XCS currently anticipates 2013-2014 enrollment to be approximately 650.

XCS continues to achieve strong academic results. Though XCS did not meet [AYP](#) in 2011-2012, this was due to the school narrowly missing the AYP target for math for economically disadvantaged students, and therefore, does not appear to reflect a significant problem with XCS's academic performance. XCS received a Star Rating of 4 out of 5 in both [2012](#) and [2013](#). XCS's recent result evidenced strong performance in the Achievement and Post Secondary preparedness category, reflecting the high percentages of students who scored proficient or advanced on the spring 2013 ISAT. Though the school's growth results were not quite as strong, adequate growth was met in all categories and median Student Growth Percentiles generally demonstrated that the majority of XCS students have academic growth rates that match or exceed those of their academic peers.

Student survey results reveal that XCS's seventh through twelfth grade students have generally positive feedback for the school. High percentages of students reported agreeing, or strongly agreeing, with statements confirming that they feel safe (96%), believe that the teachers are knowledgeable (95.4%), and feel that class sizes are appropriate (88.6%). In general, student responses demonstrate that they feel comfortable and respected at their school and that they find the majority of classes and subjects to be somewhat or very challenging. Similar to

their parents, however, many students reported that individual pacing and access to technology could be improved.

Head of School Thad Biggers resigned his position at XCS effective June 30, 2013. The board has completed the hiring process and the new Head of School, Gary Moon, began his tenure at XCS on July 1, 2013.

Despite facing financial difficulties this school year, XCS has estimated that the school ended FY13 with a carryover of over \$120,000. This is due to the renegotiation of the school's lease and tight monitoring of spending. The school has provided a conservative, balanced budget for FY14 based on an ADA of 620; the projected budget would result in the school maintaining its current carryover, but not significantly increasing it. However, discussions at the PCSC site visit indicate that the board and staff are committed to building reserves in an effort to allow XCS to pursue a purchase of their current facility.

IMPACT

Information item only.

STAFF COMMENTS AND RECOMMENDATIONS

Staff has no comments or recommendations.

COMMISSION ACTION

Any action would be at the discretion of the PCSC.

**Idaho Public Charter School Commission
Site Visit Report**

School	Xavier Charter School
Address	1218 North College Road West, Twin Falls, ID 83301
Date of Site Visit	April 24, 2013
PCSC Staff Present	Alison Henken, Charter Schools Program Manager
Board Member(s) Interviewed	James Wallace, Treasurer Melissa Crane, Secretary
Administrator(s) Interviewed	Thad Biggers, Head of Schools
Business Manager / Clerk Interviewed	Mel Wiseman, Financial Consultant
Other Stakeholder(s) Interviewed	Students (5)

Board Member(s) Interview

James Wallace, Treasurer, and Melissa Crane, Secretary, participated in the interview. Mr. Wallace and Ms. Crane have both been members of the Xavier board for approximately two years. They demonstrated a strong understanding of the mission of the school, describing how the school uses a classical curriculum and arts integration to push students to excel. Though Xavier is one school, it is also three separate schools – a grammar school (elementary), logic school (middle school grades), and rhetoric school (high school). This distinction is not commonly recognized by outsiders, but the board members view it as a key aspect of Xavier’s operational structure.

The board members believe they have a strong working relationship with the current administrator, Thad Biggers. In their view, the board is “high functioning” and they have respect for Mr. Biggers. The board’s focus is to ensure the school stays true to the charter and mission and to build and maintain stable finances, while giving the administrator space and trust to operate the school. Because Mr. Biggers has presented his resignation (he will complete the current school year), the board has begun the process of hiring a new administrator. When asked what they will look for in a new Head of School, they responded that they are focused on finding someone who understands and supports classical education and is a leader and team player who can collaborate well with the Lead Teachers.

The Xavier board does not have a formal board training plan, but does ongoing training that is usually discussion-based. The board has had ISBA trainings and some members have attended ISBA conferences or other training sessions. Each board member receives a copy of the Campbell book (Charter School Board University). The board conducts a self-evaluation annually. Prior to their annual retreat, board members are expected to complete a survey. The survey results are compiled prior to the retreat and a facilitated discussion about the results happens during the retreat.

When asked about concerns they have for the school’s operations, academics or finances, the board members responded that finances remain a priority area for them. Xavier has a three-year lease in place after negotiations to lower the school’s lease payments to a manageable level. However, finances remain very tight, and the board recognizes the need for diligence and planning. In regards to operations, one of the board members (with significant business experience) is currently working with the school administration to do a review of the front office functioning to identify any inefficiencies. The project could have both a financial and operational impact. Another long-term focus for the board is ensuring there isn’t charter drift. The board members also expressed a desire to ensure that Xavier continues to set high academic standards so they can maintain strong results.

Administrator(s) Interview

Thad Biggers, Head of Schools, participated in the interview. Mr. Biggers recently resigned his position at Xavier. He will complete the 2012-2013 school year.

Through the interview and informal interactions, it became clear that Mr. Biggers has a strong understanding of the school's mission and vision and its practical applications. Mr. Biggers described the school's classical curriculum's implementation throughout different subjects and grades.

Mr. Biggers feels he has a strong, professional relationship with the board. They have good rapport and communication, and Mr. Biggers stated that he has had "tremendous support" from the board. Mr. Biggers believes that because they have a clear and cohesive view of the mission of the school, he and the board are able to work through disagreements and differing views.

Mr. Biggers measures success at Xavier based on whether students demonstrate the ideal outcomes of a classical education. He considers whether Xavier's graduates will be leaders who can think critically, have well-backed opinions, and argue both sides of a problem. Xavier sets high expectations for academics, so academic performance (on standardized tests, benchmarks, classroom grades, etc.), is another consideration.

At the outset of the 2012-2013 school year, Xavier administration (Head of Schools and Lead Teachers) had planned to do heavy alignment, integration, and rollout of the Common Core State Standards (CCSS) during the school year. However, this plan got overshadowed by the financial crisis and related challenges that Xavier faced, and work on the CCSS did not get into full swing until March 2013. As a result, Mr. Biggers concedes that the school still has some work to do. The curricula being used for some subjects (especially Core Knowledge and Singapore Math) are fairly well aligned, but Mr. Biggers expressed concern in regards to Xavier's process of aligning their curricula to Language Arts standards. Xavier's classical educational program focuses on having students read and debate the classics, while the CCSS include standards for reading technical pieces. At this point, the Xavier staff are trying to figure out how to address these standards without compromising the school's mission and focus.

When asked about his concerns for Xavier's operations, academics, or finances, Mr. Biggers stated that he has been concerned with how the financial challenges the school has faced this year have impacted everyone involved in the school, including the board, administration, teachers, and students. He is realistic that this could affect the school's academic outcomes, but is confident that if there is a drop in performance this year, it will be a single year dip. Mr. Biggers also noted that finances are an ongoing concern, though he anticipates that now that there is a new lease in place, the school's finances should be solid for at least the next three years. Finally, he noted that the school's biggest operational challenge at this time is recruiting and retaining excellent teachers and keeping morale high, particularly since Xavier has lower pay rates than many of the surrounding districts.

Student Meeting

The PCSC staff member had the opportunity to meet with five (5) students in grades nine through eleven. The students were open and honest during the discussion and clearly have an understanding of the schools strengths and weaknesses. Below are the questions presented to the students and their summarized responses:

What can the school do better?

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- We are lacking supplies – we realize this is a funding thing, but we could use more books, technology, and supplies for art and science (especially chemistry); also we could really use a hand dryer or better paper towels in the bathrooms
- We'd like to have teachers for economics and health rather than doing these courses online – we don't feel pushed academically in the online courses, and we have to figure out how to do it on our own.
- Sometimes it doesn't make sense to us how money is spent. For instance, they spent a lot of money to put in basketball hoops, but they're rarely used since students come here for the arts programs; similarly, how they use space in the building sometimes doesn't make sense to us
- Sometimes there are staffing issues – these are mostly in the past
- Overall, it helps when teachers get to know us and involve us in the class; a few teachers who haven't done this have boring classes
- Lunch could be better quality

Students were told that the interviewer would make a statement and they should give their level of agreement to the statement using a hand signal- each student could give one thumb up (definitely yes), a thumb to the middle (sort of / not so much), or a thumb down (definitely no). The statement and results were as follows:

I feel challenged academically at this school.

- Yes (thumb up): 0
- Sort of / not so much (thumb to the middle): 5
- No (thumb down): 0

Based on the responses the PCSC staff member asked a follow-up question and received the following responses:

Why did you respond that way?

- In some classes, I feel challenged; in others, not so much
- The material is challenging but as long as I pay attention, I can grasp it

Do you think that some of your classmates would answer differently?

- Definitely – all the students in this room are high performers, but other students would probably say they feel more challenged

Describe what a classical education is from your perspective.

- It's applicable to your life
- We read old books, but we apply them to now
- There is a heavy emphasis on discussion – we are trained to present our point and back it up

What do you like about your school?

- The arts integration
- Student-teacher relationships; they're strong with most of the teachers and with all of the teachers it's clear they care about us, our education, and our well-being
- The classical approach, especially the reading and discussions we do
- The students that come here; we get along
- The standards we're held to – to be responsible and respect each other; it helps to build our character

- The business casual dress code – it helps us to think about what we should wear later in life but allows us to show our individuality

Business Manager / Clerk Interview

Mel Wiseman, Financial Consultant, and Thad Biggers, Head of Schools, participated in the interview. They are currently hoping to end the FY13 fiscal year balanced, with a plan to not request an advanced payment for FY14.

The school is also moving forward with a plan to save funds in order to bond and purchase in approximately three years. When asked about their confidence in the school's ability to have the financial reserves needed to be approved for bonding within that timeline, Mr. Wiseman responded that it will depend on education financing overall (per legislative decisions) and the impact of the new renewal process. However, he believes it is likely that from FY14 on, Xavier will be able to save \$50,000 to \$60,000 per year, and they are hopeful they will have appropriate funds set aside for purchasing their facility.

Documents Review

Finances

The FY12 end-year finances, FY13 year-to-date finances, FY13 cash flow, and FY13 year-end projections were reviewed in person. Mel Wiseman, Financial Consultant, and Thad Biggers, Head of Schools were available to answer questions.

Xavier ended FY12 with a single-year deficit of approximately \$550,000. Prior to the start of the school year, Xavier had requested an advance payment. The actual calculated support units were approximately 1.7 lower than had been estimated. Additionally, Xavier faced high lease payments. The school had a carryover of approximately \$50,000 at the conclusion of FY12.

FY13 has been a challenging year in regards to Xavier's finances. However, based on the execution of a revised lease that resulted in lowered payments, Xavier anticipates ending FY13 with a small single-year deficit and a balanced bottom line. The FY14 budget development is underway, with an anticipated carryover by the end of FY14.

Special Education Files

Three (3) special education files were selected at random by the PCSC staff for review. Heidi Stoddard, Special Education Teacher, was available to address questions. The files were organized and documentation was in order. All IEPs were up-to-date, including clear accommodations and LRE reports. Eligibility reports were up to date, and there was evidence of communication with parents, schools, and other agencies. Though one file included a letter from a parent regarding the implementation of a student's IEP, Ms. Stoddard explained that the issue had been addressed by moving up the student's three-year evaluation and updating the IEP, and documentation supported this. There are no concerns about the files reviewed at this time.

Classroom Observations

The PCSC staff member had the opportunity to visit 11 active classes at Xavier. Classroom observations demonstrated the implementation of Xavier's mission and approach. Five of the classes visited were engaged in discussions that involved inquiry or logical defense of students' views. Other teaching strategies included lecture and hands-on projects. In the majority (seven) classes, students were engaged or highly-engaged. There were minimal behavioral issues

observed; classroom and behavior management by teachers was strong in nine out of ten classrooms. The school environment was fun yet respectful; students treated each other, their teachers, and the visitor well, and appeared to be enjoying the learning process.

In addition to observing classes, the PCSC staff member also had the opportunity to briefly watch a special education student receiving pull-out services. The student was working one-on-one with an aide, who was facilitating math instruction using manipulatives and positive reinforcement. The student was engaged and learning.

Summary

Strengths

- Strong academics and alignment to mission and vision (discussion, inquiry, and hands-on projects)
- The majority of students were highly engaged in learning during observations
- Students had generally positive feedback about the school, including the classical curriculum and arts integration
- The board has a clear understanding of their roles and responsibilities, is engaged and committed, and has worked closely with the administrator to guide the school through a difficult situation

Challenges or Areas for Improvement

- Xavier's finances, while improved, are very tight and should continue to be a high priority
- Alignment to and preparation for implementation of the Common Core State Standards is an area for improvement

Concerns

Though finances are tight, the board and administration appear to have an understanding of the actions necessary to build fiscal stability. Thus, the PCSC staff member who conducted the visit has no significant concerns about Xavier Charter School at this time.

Possible Charter Violations

There are no apparent charter violations at this time.

Possible Charter Amendments

There are no potential charter amendments at this time.

Recommendations

- PCSC staff recommends that the Xavier Board of Directors be diligent in the hiring and onboarding of a strong administrator, as this will be critical for XCS to remain academically strong while building financial stability.
- PCSC staff recommends that the board and administration continue to monitor finances closely to give Xavier the best possible chance of ending FY13 with a carryover.

Materials or Follow-up Requested of the School

Nothing additional was requested of the school.

August 15, 2013



XAVIER CHARTER SCHOOL
1218 North College Road W
Twin Falls, ID 83301
(208) 734-3947 Phone (208) 733-1348 Fax

July 15, 2013

Idaho Public Charter School Commission
650 W. State Street
P.O. Box 83720
Boise, ID 83720-0037

Dear Public Charter Commission,

Enclosed are the Xavier Charter School documents for the August 15th PCSC meeting. The following highlights are respectfully provided for your review prior to the meeting.

School Finances

Xavier completed the budget cycle for FY14 and held our annual budget hearing in June 2013. A balanced budget was presented to the board and approved for FY14. FY13 was a difficult year in terms of the budget. However, with careful management, the negotiation of a sustainable lease structure for the facility, and close monitoring of cash flow the school will end the year with a positive fund balance. Based on preliminary numbers, we believe that the fund balance going into FY14 will be approximately \$200,000.

Facilities

The annual lease rate for FY13 was renegotiated to \$450,000. The annual lease rate was renegotiated to \$480,000 for FY14 through FY16. The Board is currently in negotiations with the landlord to determine the purchase price for the building. The Idaho Housing and Finance Association approved a bond issue for the school for up to \$9 million. However, the Board recognizes that the annual service on the debt for the facility must be sustainable in the long run.

Administration

Mr. Thad Biggers stepped down as Head of Schools on June 30, 2013. Xavier hired Mr. Gary Moon to be our new Head of Schools beginning July 1, 2013. Mr. Moon is an experienced administrator and we couldn't be happier to have him join our team. He is a strong communicator and will help the school develop and communicate the mission and vision. He is also a relationship-builder and we see him being an integral part of helping Xavier to grow, both as a school family and within the community in Magic Valley. The Lead Teacher/Head of Schools structure put into place by the Board of Directors approximately 18 months ago is functioning well and meeting the needs of our students, staff, and stakeholders.

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Enrollment

Enrollment at the end of school for FY13 was 619. We anticipate in Fall 2013 that K-5 will be full with approximately 200 students on the waiting list, primarily for the elementary school grades. Our budget was built conservatively on 620 students and we believe we will exceed that target goal.

Academic Excellence

The Board of Directors is proud to announce that Xavier Charter School is again a 4-star school under the Star Rating system in the State of Idaho. The Star Rating score went up, from 72 to 78, and students demonstrated growth in all areas.

Conclusion

Xavier Charter School overcame several difficult obstacles during FY13. There were financial challenges that were overcome and the Board of Directors is pleased to be able to demonstrate that the school is now on stable financial ground. The single long-term issue still requiring resolution will be the purchase of the school facility, which the Board will be working on during FY14. Please let us know if you have any questions or if we can be of any further assistance.

Sincerely,



Deborah Burr, Chair
Xavier Charter School Board



Gary Moon, Head of Schools
Xavier Charter School

August 15, 2013

CHARTER SCHOOL DASHBOARD

Date: 07/15/2013

School Name: Xavier Charter School

School Address: 1218 N College Rd W, Twin Falls, ID 83301

School Phone: 208-734-3947

Current School Year: 2012-2013

School Mission: The Mission of Xavier Charter School is to instill in its students:

- A love of perpetual learning
- An aspiration for personal achievement
- The capacity to become cooperative contributors to society

CHARTER SCHOOL BOARD

Board Member Name	Office and Term	Skill Set(s)	Email	Phone
Debbi Burr	Chair 2013-2014	Strategic/Planning/Finance	dburr@xaviercharter.org	208-420-0992
Shawna May	Member 2013-2014	Strategic	smay@xaviercharter.org	208-595-1766
Melissa Crane	Secretary 2013-2014	Fund Raising	mcrane@xaviercharter.org	208-308-0488
Mark Lambert	Vice Chair 2013-2014	Planning	mlambert@xaviercharter.org	208-420-6629
James Wallace	Treasurer 2013-2014	Strategic/Finance	jwallace@xaviercharter.org	208-320-6000

ENROLLMENT

Grade Level	Current Enrollment	Current ADA	Current Waiting List	Previous Year's Enrollment	Previous Year's ADA
K	46	45.4	79	47	47
1	56	53.3	44	55	55
2	56	55.4	24	56	55
3	54	54.2	37	56	55
4	66	65.5	12	62	59
5	60	60.1	0	64	63.5
6	65	65.5	0	61	57
7	54	53.3	0	64	62
8	41	41.2	0	63	61.5
9	40	39.6	0	49	47.5
10	35	34.6	0	32	28.5
11	22	21.6	0	30	30
12	21	20.8	0	18	18
TOTAL	619	612.1=98%	196	657	637.5=95%

Student Attrition Rate: 14%

Is your school planning to increase or decrease enrollment opportunities for the upcoming school year? No
If yes, briefly describe planned enrollment changes, including numbers and grades affected:

STUDENT DEMOGRAPHICS

School Year	Hispanic (# and %)	Asian (# and %)	White (# and %)	Black (# and %)	American Indian (# and %)	LEP (# and %)	FRL (# and %)	Special Education (# and %)
Current	34=5%	10=1.6%	558=90%	4=0.6%	3=0.4%	0	251=41%	37=6%
Previous	40=6%	25=4%	540=82%	3=.5%	3=0.5%	0	345=53%	38=6%

FACULTY AND STAFF

Administrator Name(s): Gary Moon
Administrator's Hire Date: July, 2013
Administrator Email(s): gmoon@xaviercharter.org
Current Classified Staff (# FTE): 21.5
Classified Attrition Rate: 11%
Current Faculty (# FTE): 29.5
Faculty Attrition Rate: 17%

EDUCATIONAL PROGRAM

Did your school make AYP during the last school year? No
If no, please specify indicator and status: We missed AYP in math by 1.6% in the 2011/2012 school year for our economically disadvantaged population. Our Star Rating was a four (70 points). For the 2012/2013 school year, our preliminary star rating is a 4 (78 points). We made significant strides in math during the 2012/2013 school.
If no, please describe plan for addressing need:
Was your school selected to participate in NAEP this year? Yes

REPORTING

Date of last programmatic operations audit? September 17 and 18, 2012
Date submitted to authorizer? September 2012
Who performed your most recent programmatic audit? Kelly Murphey, retired Superintendent; Mike Gibson, Principal ARTEC; Michelle Clement Taylor, Idaho SDE School Choice Coordinator.
Date of most recent fiscal audit? August 2012
Date submitted to authorizer? August 2012

COMMENTS

Please describe any significant changes experienced by your school in the past year:
 The most significant change in the past year was the reduction in Xavier's lease from over \$800,000 per year to \$480,000 per year. This lease reduction along with other improvements in Xavier's finances has created a fiscal environment that is long-term viable. Additionally, in July we welcomed Mr. Gary Moon as our new Head of Schools. Mr. Moon has extensive administrative experience .

Please describe the greatest successes experienced by your school in the past year:
 Fiscal stability and viability.

Please describe any challenges you anticipate during the upcoming year:
 We would like to see enrollment increase in our upper grades. We are also actively pursuing purchase of our facility.

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Please add any additional information of which you would like to make your authorizer aware :

REQUIRED ATTACHMENTS

- Most recent ISAT, IRI, DWA, and DMA results (as applicable)
- Chart comparing ISAT, IRI, DWA, and DMA scores over the past four years of operation (as applicable)
- Goals attainment report comparing the measurable student educational standards in your charter to actual results.
- Written response to recommendations from most recent programmatic operations audit.
- Most recent parent/stakeholder satisfaction survey results
- Budget actuals for most recent month-end
- Budget estimates for remainder of current year, and fiscal outlook for next year

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**Xavier Charter School
Goals Attainment Report
2012-2013**

Measurable student educational standards (from the XCS charter)

Xavier Charter School's measurable standards are reflected in our Mission Statement. The Mission of Xavier Charter School is to instill in its students:

- A love of perpetual learning
- An aspiration for personal achievement
- The capacity to become cooperative contributors to society

Standard 1:

Students at Xavier Charter School enrolled continuously from the beginning of the school year, will show annual academic improvement as measured by:

- 85% of K – 3 students will score equal to or better than the statewide benchmark as measured by the Idaho Reading Indicator.

Results: 83.81 % of K-3 students scored a 3 on the Spring 2013 IRI.

Xavier Charter School IRI 2013 Spring Scores Compared to Idaho State IRI Targets		
Grade Level	State Targets (Spring)	Xavier Actuals (Spring)
K	60%	76.74%
1	70%	82.00%
2	80%	73.08%
3	85%	88.24%

- 85% of students will achieve proficient or above in all required subjects as measured by the Idaho Standards Achievement Test (ISAT).

Results:

Idaho Standard Achievement Test Results XAVIER CHARTER SCHOOL #462					
	ISAT Reading		ISAT Math		Language Usage
Grades:	% Tested	% Proficient +	% Tested	% Proficient +	Proficient +
2011 / 2012 State Goals	Goal: 95.0%	Goal: 85%	Goal: 95.0%	Goal: 83.0%	Goal: 75.1%
2012 Spring - All Students (Finalized)	<u>100%</u>	<u>93.56%</u>	<u>100%</u>	<u>80.93%</u>	<u>83.25%</u>
2013 Spring - All Students (Preliminary)		<u>94.43</u>		<u>86.97</u>	<u>84.57</u>

- 90% of students will achieve satisfactory or above in core subjects on quarterly academic progress reports as measured by teacher developed classroom assessment tools, such as, but not limited to culminating portfolios, assignments, quizzes and tests.

Results:

In 2012/2013 school year, **96.56%** of students achieved satisfactory or above scores

Standard 2:

Daily average school absentee rate of less than 4% when calculated on a monthly basis.

Results:

Our average daily absentee rate for 2012/2013 year was **2.0%**.

Standard 3:

Students will be able to recite a school, class, or personal creed after 6 consecutive months at Xavier Charter School assessed by the classroom/advisory teacher using the following measurements:

Grades K – 6:

- 85% of students participating in a flawless recitation of a school or class creed as part of a whole group (class) setting

Results:

Students participate each morning in a Class Meeting where the school and class creed are recited. School and class creeds are recited each morning in each classroom. Observation of students indicates that this goal was achieved for the 2012-2013 school year.

- 85% of students individually reciting a grade appropriate class creed flawlessly, with a maximum of two prompts

Results:

Teachers are aware that each student is individually reciting the class creed flawlessly on a daily basis. Students recite the creeds and easily accomplish this goal.

. Greater than 85% of students able to recite class creed

Grades 7-12

- 85% of students participating in a flawless recitation of a school or class creed as part of a whole group (class) setting.

Results:

School and class creeds are performed each morning in a class setting. Observation of students indicates that this goal has been achieved for the 2012-2013 school year.

- 85% of students individually reciting a flawless class or personal creed

Results:

Teachers are aware that each student is individually reciting the class creed flawlessly on a daily basis. Students recite the creeds and easily accomplish this goal.

Greater than 85% of students able to recite class creed

Standard 4:

95% of all students, K-12, will develop and maintain a career portfolio. Completion / progress monitoring benchmarks are:

- 85% of students will achieve satisfactory status or above for their grade appropriate portfolio assignment pieces based on teacher developed rubrics.

Results:

Student portfolios and associated teacher rubrics are maintained for all students.

- 90% of 8th grade students will develop an 8-year plan including a four year high school and a four year post high school career/education plan as part of their career portfolio.

Results:

Over 90% of 2012/2013 8th graders completed an 8-year plan.

- 85% of students will achieve satisfactory status or above for the completion of the 8-year plan based on teacher/school developed rubrics. Portfolio pieces may include, but not be limited to grade appropriate pictures, interviews, reports, journal pages, speeches, biographies, internships, plans, and college/career investigations. Development of the carrier portfolio will be directed by a teacher/advisor and reviewed by the parents.

Results:

All students are required to maintain teacher graded portfolios in conjunction with their 8- year plan.

The capacity to become cooperative contributors of society

Standard 5:

90% of students will participate in a yearly community service project as outlined:

K-5 – Community Projects Established and Supported by Class Parents

6-8 – Class sponsored community projects

9-11 – Individual/Small Group Community Projects

12 – Community action piece as part of the student's senior project

Results:

In the past year, Xavier Charter School students have participated in various community and outreach programs. We begin each school year with students having done a community service "Pay it Forward" project with all students (K-12) participating and bringing in their pictures with a written paragraph, K-12 recycled

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plastic bags, K-12 Valentine's Day Food Drive, K-12 letters to soldiers, Kindergarteners and 1st grade visit nursing homes, 2nd grade coats for kids project, 3rd and 4th grade Valentine's Day cards to service men and women in Iraq, 4th grade school supplies drive for children in Iraq, 5th grade care packages and letters to service men and women at a VA hospital, secondary choir and dance company visits to several nursing homes during the winter holiday seasons.

- 85% of students will achieve satisfactory status or above as measured by classroom/individual assignments and/or tasks based on teacher developed rubrics.

Results:

In K-2 during the 2012/2013 school year, **96.57%** of students achieved a satisfactory or above status (E, M, or I) on teacher developed rubrics based on state standards for their report cards as opposed to a letter grade. The rubric is as follows:

Standard 6:

95% of students currently enrolled at Xavier Charter School will participate in state-mandated assessments.

Results:

Spring 2013 ISAT - 100% of students participated

Spring 2013 IRI - 100% of students participated

Testing Comparison

The following is a synopsis of the required State of Idaho testing for Xavier Charter School:

Percent Proficient on State Testing					12-13 Data Not Yet Finalized
Year	08-09	09-10	10-11	11-12	12-13
IRI	92	87	85	87	84
DMA	50	56	-	-	-
DWA	82	72	-	-	-
ISAT-Reading	94	94	95	94	94
ISAT - Math	82	89	89	81	87
ISAT - Language Arts	88	89	91	83	85

Xavier Student Survey Spring

1. What is your grade level?

Answer Options	Response Percent	Response Count
Grade 7	29.2%	52
Grade 8	21.9%	39
Grade 9	21.9%	39
Grade 10	10.1%	18
Grade 11	6.7%	12
Grade 12	10.1%	18
<i>answered question</i>		178
<i>skipped question</i>		0

2. Based on your experiences with your charter school, to what extent do you agree or disagree with each of the following statements?

Answer Options	Strongly Agree	Agree	Disagree	Strongly Disagree	Response Count
I feel safe in my school.	89	80	6	1	176
Class sizes are right for me.	70	85	16	4	175
I have access to various technologies in the school for	40	82	44	10	176
The school schedule works for me.	57	92	21	6	176
The school rules are clear.	71	74	21	10	176
All students are expected to follow the same school	60	64	34	18	176
The grades I get from teachers are clear and fair.	53	100	20	2	175
I can learn at my own pace in my school.	41	71	51	13	176
I understand what I need to do to move to the next grade	91	77	4	2	174
My teachers encourage me to think about what I want to	70	68	30	7	175
I don't have to worry about being bullied/picked on at my	69	59	34	12	174
I feel respected by my teachers.	69	80	19	6	174
I feel comfortable talking with my teachers.	64	84	24	3	175
My teachers know me by name.	115	57	1	2	175
I feel like I belong to this school.	84	51	29	11	175
My teachers are good at what they teach.	97	68	7	1	173
My teachers make sure I understand what they are	60	86	26	2	174
I get a lot of individual help from my teachers.	31	79	55	10	175
My teachers care about me as a person.	72	86	11	4	173
My teachers try to make lessons relate to real life.	66	86	21	2	175
I often find that things I have learned in one class are	68	89	15	2	174
I think my teachers work together as a team.	62	79	28	6	175
My parent(s)/guardian(s) volunteer their time at my	46	61	45	23	175
My parent(s)/guardian(s) know what I'm doing in school.	74	79	14	6	173
I am happy at this charter school.	70	66	25	12	173
The current dress code at Xavier supports the charter	44	70	30	30	174
<i>answered question</i>					176
<i>skipped question</i>					2

3. How academically challenging are the following subjects in your school? Check only ONE number for each subject.

Answer Options	Very Challenging	Somewhat Challenging	Not That Challenging	Not At All Challenging	Response Count
English/Language Arts	61	99	11	4	175
Science	34	84	44	12	174
Math	71	70	26	8	175
History	25	106	28	16	175
Art	32	80	39	23	174
Dance	32	81	39	21	173
Music	17	83	41	28	169
<i>answered question</i>					175
<i>skipped question</i>					3

4. Why did you choose to attend this charter school? Check all that apply

Answer Options	Response Percent	Response Count
My parents wanted me to.	76.5%	130
I wanted to.	64.1%	109
I was not happy at other schools.	42.4%	72
I was not getting very good grades at my last school.	9.4%	16
I was having other problems at my last school.	23.5%	40
My classes were too easy at my last school.	42.9%	73
My classes were too hard at my last school.	3.5%	6
I didn't get the individual help I needed at my last school.	20.6%	35
I have friends at this school.	41.2%	70
Other (please specify)		42
<i>answered question</i>		170
<i>skipped question</i>		8

5. What school did you go to before attending this charter school? Check only one.

Answer Options	Response Percent	Response Count
Home school	7.6%	13
A private school	16.3%	28
A regular public school	69.8%	120
An alternative public school	1.2%	2
Other (please specify)	5.2%	9
<i>answered question</i>		172
<i>skipped question</i>		6

6. What is the highest level of education that you expect to obtain? Check only one.

Answer Options	Response Percent	Response Count
4-year college degree or higher	83.2%	144
Some college but less than a 4-year college degree	10.4%	18
2-year college degree	5.8%	10
Less than high school	0.6%	1
<i>answered question</i>		173
<i>skipped question</i>		5

7. What type of student are you currently?

Answer Options	Response Percent	Response Count
"A" Student	42.3%	74
"B" Student	34.9%	61
"C" Student	18.9%	33
Below "C" Student	4.0%	7
<i>answered question</i>		175
<i>skipped question</i>		3

8. What type of student were you at your last school?

Answer Options	Response Percent	Response Count
"A" Student	69.0%	120
"B" Student	20.7%	36
"C" Student	5.2%	9
Below "C" Student	5.2%	9
<i>answered question</i>		174
<i>skipped question</i>		4

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9. Are you?		
Answer Options	Response Percent	Response Count
Male	40.4%	69
Female	59.6%	102
<i>answered question</i>		171
<i>skipped question</i>		7

10. How do you describe yourself? (Check that all apply.)		
Answer Options	Response Percent	Response Count
American Indian or Alaska Native or Native American	8.6%	15
Asian	5.7%	10
Black or African American	6.3%	11
Hispanic or Latino	15.4%	27
White	87.4%	153
Native Hawaiian or Other Pacific Islander	4.0%	7
Multiethnic/Multiracial	12.0%	21
<i>answered question</i>		175
<i>skipped question</i>		3

11. Did your mother or father (or your guardian) attend college or get a college degree?		
Answer Options	Response Percent	Response Count
Yes	80.6%	141
No	11.4%	20
I don't know	8.0%	14
<i>answered question</i>		175
<i>skipped question</i>		3

12. How often do you eat school lunch?		
Answer Options	Response Percent	Response Count
Everyday	45.9%	79
3-4 times a week	11.0%	19
1-2 times a week	6.4%	11
Occasionally	23.3%	40
Never	13.4%	23
<i>answered question</i>		172
<i>skipped question</i>		6

13. Do you feel you have enough time to eat lunch in the cafeteria?		
Answer Options	Response Percent	Response Count
There is enough time if we get there on time.	62.6%	107
There is enough time if the line goes faster.	25.7%	44
There is not enough time to finish my lunch.	11.7%	20
<i>answered question</i>		171
<i>skipped question</i>		7

14. Do you get enough food to eat?		
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Answer Options	Response Percent	Response Count
The portion is small, so I need to go for seconds.	70.2%	120
The portion is just enough.	28.7%	49
The portion is too big. I can't eat it all.	1.2%	2
<i>answered question</i>		171
<i>skipped question</i>		7

15. Do you take food from the salad bar?

Answer Options	Response Percent	Response Count
All the time	58.2%	99
Sometimes	29.4%	50
Never	12.4%	21
<i>answered question</i>		170
<i>skipped question</i>		8

16. If you don't take food from the salad bar, why not?

Answer Options	Response Count
	66
<i>answered question</i>	66
<i>skipped question</i>	112

17. What other healthy items would you like to have on the salad bar?

Answer Options	Response Count
	119
<i>answered question</i>	119
<i>skipped question</i>	59

18. Do you feel there is a lot of variety in the menus?

Answer Options	Response Percent	Response Count
Yes	31.0%	52
No	69.0%	116
<i>answered question</i>		168
<i>skipped question</i>		10

19. What would you like to see more of on our menus?

Answer Options	Response Count
	125
<i>answered question</i>	125
<i>skipped question</i>	53

20. Please rate the overall quality and appeal of the food served at the school.

Answer Options	Response Percent	Response Count
Great	0.6%	1
Good	17.0%	29
Fair	55.6%	95

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Poor	26.9%	46
<i>answered question</i>		171
<i>skipped question</i>		7

21. Please rate the nutritional content of the food served at the school.

Answer Options	Response Percent	Response Count
Highly Nutritious	4.7%	8
Fairly Nutritious	72.8%	123
Poor Nutritional Content	22.5%	38
<i>answered question</i>		169
<i>skipped question</i>		9

22. What is your favorite part about school lunch?

Answer Options	Response Count
	135
<i>answered question</i>	
135	
<i>skipped question</i>	
43	

23. Any additional comments or ways to improve the lunch program?

Answer Options	Response Count
	87
<i>answered question</i>	
87	
<i>skipped question</i>	
91	

Xavier Parent Survey - Spring 2012

1. What is your child's current grade level? (Choose all the grades that your Xavier students attend)

Answer Options	Response Percent	Response Count
Kindergarten	15.8%	21
First	12.8%	17
Second	12.8%	17
Third	18.0%	24
Fourth	14.3%	19
Fifth	18.0%	24
Sixth	16.5%	22
Seventh	16.5%	22
Eighth	19.5%	26
Ninth	14.3%	19
Tenth	5.3%	7
Eleven	10.5%	14
Twelfth	2.3%	3
<i>answered question</i>		133
<i>skipped question</i>		0

2. What type of school did your child go to before attending this charter school?

Answer Options	Response Percent	Response Count
Regular Public School	60.9%	81
Home School	9.8%	13
Private School	25.6%	34
This is the only school my child has attended.	20.3%	27
<i>answered question</i>		133
<i>skipped question</i>		0

3. Why did you choose to enroll your child in this charter school? Check ALL that apply.

Answer Options	Response Percent	Response Count
My child wanted to go to this charter school	26.4%	33
My child was not happy in other schools	16.0%	20
My child was not getting very good grades at his/her last school	4.0%	5
My child was having other problems at his/her last school	12.0%	15
My child's classes were too easy at his/her last school	24.0%	30
My child's classes were too hard at his/her last school	0.0%	0
My child didn't get the individual help he/she needed at	15.2%	19
My child has friends at this school	12.0%	15
I liked the philosophy of the Charter School	75.2%	94
I liked the curriculum of the Charter School	78.4%	98
I liked the atmosphere of the Charter School	74.4%	93
Other (please specify)		22
<i>answered question</i>		125
<i>skipped question</i>		8

4. How did you hear about this school? Check ALL that apply.

Answer Options	Response Percent	Response Count
Social contact, such as a family member, friend, or	74.6%	88
Charter school teacher(s)/official(s)	13.6%	16
School letter(s)/flier(s)	0.0%	0
School website	9.3%	11
Newspaper, T.V., radio, or other media	23.7%	28
Open House	10.2%	12
Other (please specify)		12
<i>answered question</i>		118
<i>skipped question</i>		15

5. Based on your experiences with your child's charter school, to what extent do you agree or disagree with the following statement:

Answer Options	Strongly Agree	Agree	Disagree	Strongly Disagree	Rating Average	Response Count
My child feels safe in this school.	88	41	2	0	1.34	131
The class sizes are right for my child.	40	63	23	4	1.93	130
My child has access to various technologies for his/her	29	55	35	11	2.22	130
The school schedule works for my child.	56	66	7	1	1.64	130
The school rules are clear.	71	46	10	3	1.58	130
All students are expected to follow the same school	62	43	21	5	1.76	131
The grades my child gets from teachers are clear and	45	71	11	2	1.77	129
My child can learn at his/her own pace in this school.	29	50	42	8	2.22	129
My child understands what he/she needs to do to move	53	68	8	1	1.67	130
My child's teachers encourage him/her to think about	43	69	13	0	1.76	125
My child doesn't have to worry about being bullied/picked	43	65	15	7	1.89	130
My child is treated with respect by his/her teachers.	66	52	7	3	1.59	128
I feel comfortable talking with my child's teachers.	71	54	3	2	1.51	130
My child's teachers are good at what they teach.	64	56	8	0	1.56	128
My child's teachers make sure my child understands	47	60	19	2	1.81	128
My child gets a lot of individual help from his/her	42	54	28	5	1.97	129
My child's teachers care about him/her as a person.	66	54	5	3	1.57	128
I think my child's teachers work together as a team.	52	61	10	4	1.73	127
My child's school provides a lot of opportunities for me to	61	57	11	0	1.61	129
I know what my child is doing in school.	51	64	15	1	1.74	131
The school offers challenging classes.	74	52	2	0	1.44	128
The school has a clear sense of purpose.	64	54	9	2	1.60	129
I have a clear understanding of what the school is trying	56	57	13	4	1.73	130
The current dress code at Xavier supports the charter	55	59	14	3	1.73	131
I am happy with this charter school.	58	61	10	1	1.65	130
Comments?						41
<i>answered question</i>						131
<i>skipped question</i>						2

6. Which of the following activities are you involved in at your child's school?

Answer Options	Response Percent	Response Count
I serve on the school governing board.	1.1%	1
I attend workshops or classes offered by the school.	23.3%	21
I serve as a classroom aid or assistant to support	40.0%	36
I do work such as supervising lunch or field trips.	31.1%	28
I do school fundraising.	37.8%	34
I supervise or direct extracurricular activities.	18.9%	17
I do clerical tasks for the school.	5.6%	5
I do student or parent recruitment.	18.9%	17
Other (please specify)		15
<i>answered question</i>		90
<i>skipped question</i>		43

7. Do you feel welcome at your child's school?

Answer Options	Response Percent	Response Count
yes	94.7%	124
no	5.3%	7
<i>answered question</i>		131
<i>skipped question</i>		2

8. What is the highest level of education that you expect your child to obtain?

Answer Options	Response Percent	Response Count
4-year college degree or higher	93.0%	119
Some college but less than a 4-year college degree	3.1%	4
2-year college degree	3.1%	4
High school diploma	0.8%	1
<i>answered question</i>		128
<i>skipped question</i>		5

9. What type of student is your child currently?

Answer Options	Response Percent	Response Count
"A" Student	53.5%	69
"B" Student	33.3%	43
"C" Student	10.1%	13
Below "C" Student	3.1%	4
<i>answered question</i>		129
<i>skipped question</i>		4

10. Are you?

Answer Options	Response Percent	Response Count
Male	13.2%	17
Female	86.8%	112
<i>answered question</i>		129
<i>skipped question</i>		4

11. How do you describe yourself? (Check ALL that apply.)

Answer Options	Response Percent	Response Count
American Indian or Alaska Native or Native American	3.9%	5
Asian	0.0%	0
Black or African American	0.8%	1
Hispanic or Latino	7.8%	10
White	90.7%	117
Native Hawaiian or Other Pacific Islander	0.0%	0
Multithnic/Multiracial	3.1%	4
<i>answered question</i>		129
<i>skipped question</i>		4

12. Did you attend college or earn a college degree?

Answer Options	Response Percent	Response Count
yes	90.7%	117
no	9.3%	12
<i>answered question</i>		129
<i>skipped question</i>		4

13. Do you have other children enrolled in this charter school?

Answer Options	Response Percent	Response Count
yes	64.3%	83
no	35.7%	46
<i>answered question</i>		129
<i>skipped question</i>		4

14. How many children between the ages of 5 and 18 do you have?

Answer Options	Response Percent	Response Count
one	23.7%	31
two	45.8%	60
three or more	30.5%	40
<i>answered question</i>		131
<i>skipped question</i>		2

15. If you have more than one child, what types of schools do your other children attend currently? Check ALL that apply.

Answer Options	Response Percent	Response Count
Home school	2.3%	2
Private school	8.0%	7
Charter school	61.4%	54

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Regular public school	34.1%	30
Alternative public school	0.0%	0
Dropped out	0.0%	0
Other (please specify)		13
<i>answered question</i>		88
<i>skipped question</i>		45

16. Do you plan to enroll your child (for whom you filled out this survey) in a regular public school in the future?

Answer Options	Response Percent	Response Count
yes	31.0%	40
no	69.0%	89
If yes, why?		39
<i>answered question</i>		129
<i>skipped question</i>		4

17. What is innovative about this school's structure and programs in meeting your child's needs?

Answer Options	Response Count
	57
<i>answered question</i>	
57	
<i>skipped question</i>	
76	

18. Other comments you would like to add:

Answer Options	Response Count
	42
<i>answered question</i>	
42	
<i>skipped question</i>	
91	

19. How often does/do your child/children eat school lunch?

Answer Options	Response Percent	Response Count
Everyday	39.7%	50
3-4 times a week	23.8%	30
1-2 times a week	14.3%	18
Occasionally	13.5%	17
Never	8.7%	11
<i>answered question</i>		126
<i>skipped question</i>		7

20. Do you feel they have enough time to eat lunch in the cafeteria?

Answer Options	Yes	No	Don't Know	Response Count
Elementary Students	59	17	26	102
Secondary Students	34	25	29	88
<i>answered question</i>				122
<i>skipped question</i>				11

21. Do they get enough food to eat?

Answer Options	Yes	No	Don't Know	Response Count
Elementary Students	69	9	24	102
Secondary Students	31	25	28	84
<i>answered question</i>				121
<i>skipped question</i>				12

22. Do you feel that the lunch prices are reasonable?

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Answer Options	Yes	No	Don't Know	Response Count
Elementary Prices	70	14	19	103
Secondary Prices	49	12	21	82
<i>answered question</i>				121
<i>skipped question</i>				12

23. Do you feel that there is a lot of variety in the menus?

Answer Options	Response Percent	Response Count
Yes	49.6%	59
No	24.4%	29
Don't Know	26.1%	31
<i>answered question</i>		119
<i>skipped question</i>		14

24. What would you like to see more of on our menus?

Answer Options	Response Count	
	50	
<i>answered question</i>		50
<i>skipped question</i>		83

25. Please rate the overall quality and appeal of the food served at the school.

Answer Options	Response Percent	Response Count
Great	4.1%	5
Good	35.5%	43
Fair	30.6%	37
Poor	8.3%	10
Don't Know	21.5%	26
<i>answered question</i>		121
<i>skipped question</i>		12

26. Please rate the nutritional content of the food served at the school.

Answer Options	Response Percent	Response Count
Highly Nutritious	9.2%	11
Fairly Nutritious	52.1%	62
Poor Nutritional Content	14.3%	17
Don't Know	24.4%	29
<i>answered question</i>		119
<i>skipped question</i>		14

27. What do you like about the school lunch program?

Answer Options	Response Count	
	41	
<i>answered question</i>		41
<i>skipped question</i>		92

28. Any additional comments or ways to improve the lunch program?

Answer Options	Response Count	
	32	
<i>answered question</i>		32
<i>skipped question</i>		101

29. Next year (2012-2013) Xavier will be offering a full breakfast option every morning that school is in session. How many days per week do you estimate that your child(ren) would

Answer Options	Response Percent	Response Count
1-2	19.2%	24
3-4	15.2%	19
5	8.0%	10
None	57.6%	72
<i>answered question</i>		125
<i>skipped question</i>		8

30. Best day of the week for PFA meetings:

Answer Options	Response Percent	Response Count
Monday	11.9%	12
Tuesday	32.7%	33
Wednesday	11.9%	12
Thursday	35.6%	36
Friday	7.9%	8
<i>answered question</i>		101
<i>skipped question</i>		32

31. Best time of day for PFA meetings:

Answer Options	Response Percent	Response Count
5:00 p.m.	19.0%	20
5:30 p.m.	11.4%	12
6:00 p.m.	27.6%	29
6:30 p.m.	41.9%	44
<i>answered question</i>		105
<i>skipped question</i>		28

32. Xavier Charter School asks each family to volunteer at least 20 hours per year. What volunteer opportunities would you be mostly likely to participate?

Answer Options	Response Percent	Response Count
Classroom assistance	58.9%	63
Staff/teacher appreciation	29.9%	32
Fundraising opportunities	29.9%	32
Fun events such as Fall Frolic, Field days	74.8%	80
Other (please specify)		21
<i>answered question</i>		107
<i>skipped question</i>		26

Staff Survey 2012

1. What is your role at this school?

Answer Options	Response Percent	Response Count
Teacher/counselor	78.6%	22
Para-Educator	10.7%	3
Support Staff	10.7%	3
<i>answered question</i>		28
<i>skipped question</i>		0

2. Approximately how many years have you been employed at this school?

Answer Options	Response Percent	Response Count
Less than 1 year	11.1%	3
1 year	14.8%	4
2 years	14.8%	4
3 years	18.5%	5
4 or more years	40.7%	11
<i>answered question</i>		27
<i>skipped question</i>		1

3. For Teachers and Paras: Approximately how many years have you been teaching (include your teaching in this school and any other schools)?

Answer Options	Response Percent	Response Count
0-2 years	11.5%	3
3-5 years	15.4%	4
6-10 years	26.9%	7
11-15 years	23.1%	6
more than 15 years	23.1%	6
<i>answered question</i>		26
<i>skipped question</i>		2

4. Which grade levels of students are you working with or teaching in this charter school? Check ALL that apply.

Answer Options	Response Percent	Response Count
Kindergarten	18.5%	5
1st Grade	22.2%	6
2nd Grade	14.8%	4
3rd Grade	25.9%	7
4th Grade	22.2%	6
5th Grade	25.9%	7
6th Grade	25.9%	7
7th Grade	33.3%	9
8th Grade	29.6%	8
9th Grade	40.7%	11
10th Grade	37.0%	10
11th Grade	37.0%	10
12th Grade	37.0%	10
<i>answered question</i>		27
<i>skipped question</i>		1

5. In what types of schools were you teaching before you came to this school? Check ALL that apply.

Answer Options	Response Percent	Response Count
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This is my first school	21.4%	6
Home school	21.4%	6
Private school	32.1%	9
Charter school	3.6%	1
Regular public school	71.4%	20
Alternative public school	3.6%	1
Other (please specify)		0
answered question		28
skipped question		0

6. Based on your experiences with Xavier, what kind of students does our school mostly attract? Check ALL that apply.

Answer Options	Response Percent	Response Count
All students	32.1%	9
Students from low-income families	32.1%	9
Low-performing students	32.1%	9
Dropouts or potential dropouts	7.1%	2
Students with specific academic interests (e.g. fine arts, Gifted and talented students	75.0%	21
Special education students	67.9%	19
Home schooled students	57.1%	16
Students from private schools	60.7%	17
Students who have been expelled/suspended from other	53.6%	15
Students of a particular cultural orientation	17.9%	5
English Language Learners	14.3%	4
Other (please specify)	10.7%	3
		0
answered question		28
skipped question		0

7. How academically challenging are the following subjects at Xavier? Check only ONE number for each subject.

Answer Options	Very Challenging	Somewhat Challenging	Not That Challenging	Not At All Challenging	Response Count
English/Language Arts	19	9	0	0	28
Science	7	15	6	0	28
Math	15	12	1	0	28
History/Social Studies	14	12	2	0	28
answered question					28
skipped question					0

8. Based on your experiences with Xavier, to what extent do you agree or disagree with each of the following statements?

Answer Options	Strongly Agree	Agree	Disagree	Strongly Disagree	Response Count
Students feel safe at this school.	17	10	1	0	28
Class sizes are appropriate for meeting students' needs.	4	10	10	4	28
Students have access to various technologies for their	3	9	11	5	28
Students are allowed to learn at their own pace in this	0	10	16	2	28
Teachers are involved in decision making at this school.	7	18	3	0	28
Teachers are able to influence the direction of this	6	19	2	1	28
Teachers are supported by administrators in their efforts	7	17	1	3	28
This school has high standards and expectations for	17	10	1	0	28
Parents are informed of how their children are doing in	11	16	1	0	28
Parents can influence instructional activities in the	6	11	10	1	28
Students don't have to worry about being bullied/picked	3	17	7	1	28
Teachers, administrators, and the Board work	8	17	2	1	28
Teachers in this school have what it takes to get children	9	18	1	0	28
Teachers here are well prepared to teach subjects they	9	18	1	0	28
School rules are clear.	11	15	1	1	28
All students are expected to follow the same school	11	14	2	1	28
Teachers have many non-instructional duties at this	9	12	7	0	28
Staff members reflect upon and evaluate the success of	6	14	6	0	26

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The quality of instruction is high at this school.	11	16	1	0	28
There is good communication between the school and	6	21	1	0	28
The school has a clear sense of purpose.	10	16	2	0	28
I have a clear understanding of what the school is trying	13	12	2	1	28
Teachers work together as a team at this school.	11	12	5	0	28
Classes at this school are relevant to real world	8	15	4	1	28
The current dress code at Xavier supports the charter	7	13	5	2	27
I am happy at this charter school.	10	15	3	0	28
<i>answered question</i>					28
<i>skipped question</i>					0

9. Please rate your level of satisfaction with the following aspects or features of Xavier.

Answer Options	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Response Count
Salary level	1	7	12	8	28
Fringe benefits	3	16	7	1	27
Relations with the community at large	3	18	6	1	28
Evaluation or assessment of your performance	8	15	2	3	28
Resources available for instruction	1	16	9	1	27
School building and facilities	1	7	11	9	28
Availability of computers and other technology	0	10	13	4	27
School governance	7	16	2	2	27
Administrative leadership of school	11	13	2	2	28
School mission/philosophy	16	10	2	0	28
Overall school climate/environment	9	18	1	0	28
Students' academic performance	4	23	1	0	28
Student motivation	3	21	4	0	28
Teacher collegiality	11	13	4	0	28
Professional development opportunities	2	12	8	5	27
Parent involvement and engagement in the school	6	18	4	0	28
Adequate resources to support my classroom teaching	3	12	10	1	26
<i>answered question</i>					28
<i>skipped question</i>					0

10. What professional development activities have you participated in since you joined this charter school?

Answer Options	Response Percent	Response Count
I have attended workshops, conferences, or training	84.6%	22
I have had regularly-scheduled collaboration with other	53.8%	14
I have done individual or collaborative research on	53.8%	14
I have participated in mentoring or peer observation	38.5%	10
I have made observational visits to other schools	7.7%	2
I have taken university course(s) for recertification or	61.5%	16
I have taken university course(s) in my primary subject	42.3%	11
I have participated in a network of teachers (organized	7.7%	2
I have presented at workshops, conferences, and training	19.2%	5
I have a plan for professional development	34.6%	9
I have been trained to use data to inform instruction	23.1%	6
Other (please specify)		1
<i>answered question</i>		26
<i>skipped question</i>		2

11. What is the highest level of education that you expect the majority of your students to achieve? Check only ONE.

Answer Options	Response Percent	Response Count
4-year college degree or higher	100.0%	28
Some college but less than a 4-year college degree	0.0%	0
2-year college degree	0.0%	0
Less than high school	0.0%	0
<i>answered question</i>		28

skipped question 0

12. Are you?

Answer Options	Response Percent	Response Count
Male	14.8%	4
Female	85.2%	23
<i>answered question</i>		27
<i>skipped question</i>		1

13. How do you describe yourself? (Check that all apply.)

Answer Options	Response Percent	Response Count
American Indian or Alaska Native or Native American	0.0%	0
Hispanic or Latino	0.0%	0
White	100.0%	28
Multiethnic/Multiracial	3.6%	1
<i>answered question</i>		28
<i>skipped question</i>		0

14. Please indicate the highest level of education you have attained.

Answer Options	Response Percent	Response Count
High School	0.0%	0
Associates degree	0.0%	0
Bachelors degree	37.0%	10
Some graduate work	44.4%	12
Masters degree	18.5%	5
EdS	0.0%	0
Doctorate degree	0.0%	0
<i>answered question</i>		27
<i>skipped question</i>		1

15. Which statement best corresponds to your current teaching certification status? Check only ONE

Answer Options	Response Percent	Response Count
I am currently certified to teach in Idaho.	88.9%	24
I am working to obtain teacher certification in Idaho	3.7%	1
I am not certified and am not currently working to obtain	7.4%	2
Other (please specify)		1
<i>answered question</i>		27
<i>skipped question</i>		1

16. What is innovative about Xavier's structure and programs in meeting your students' needs?

Answer Options	Response Count
	19
<i>answered question</i>	19
<i>skipped question</i>	9

17. In your view, what are the benefits of teaching/working at Xavier?

Answer Options	Response Count
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	22
<i>answered question</i>	22
<i>skipped question</i>	6

18. What is/are the greatest challenge(s) you face as a teacher/employee at Xavier? What assistance do you need in overcoming these

Answer Options	Response Count
	23
<i>answered question</i>	23
<i>skipped question</i>	5

19. Additional thoughts or comments?

Answer Options	Response Count
	11
<i>answered question</i>	11
<i>skipped question</i>	17

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CURRENT FISCAL YEAR BUDGET COMPARISON

Xavier Charter School 6/30/2013	Proposed (Board Approved Budget for Fiscal Year)	Actual (Through Most Recent Month End)	Projected (Anticipated Year- End Numbers)	Percentage Used (Actual / Proposed)	Notes	State Comparison (Anticipated Year End Numbers) <i>This column for state use only.</i>	Difference Between State and School's Projected
REVENUE							
Salary Apportionment	\$1,565,265.00	\$1,603,833.93	\$1,603,833.93	102.46%			
Benefit Apportionment	\$186,123.00	\$190,709.17	\$190,709.17	102.46%			
Entitlement	\$673,798.00	\$690,400.73	\$690,400.73	102.46%			
State Transportation	\$109,000.00	\$108,217.53	\$108,217.53	99.28%			
Lottery		\$29,116.00	\$29,116.00	#DIV/0!			
Other State Funds (Specify)	\$8,029.00	\$148,896.81	\$148,896.81	1854.49%	P4P, IT Staffing, ISAT, Classroom Tech.		
Special Ed - Regular	\$82,488.00	\$82,541.91	\$82,541.91	100.07%			
Special Ed - ARRA		\$0.00	\$0.00	#DIV/0!			
Title I	\$91,086.00	\$91,324.15	\$91,324.15	100.26%			
Federal Title I Funds : ARRA			\$0.00	#DIV/0!			
Medicaid Reimbursement	\$10,000.00	\$39,770.70	\$39,770.70	397.71%			
Title IIA	\$13,598.00	\$17,616.55	\$17,616.55	129.55%	\$5000 was Carry-over, We will receive \$8598 for FY12-13.		
Local Revenue (Specify)	\$500.00	\$3,375.00	\$3,375.00	675.00%	Building Rental		
Federal Startup Grant			\$0.00	#DIV/0!			
Other Grants (Specify)	\$8,296.00		\$0.00	0.00%	Exceptional Child/SED Support.		
Fundraising		\$4,333.89	\$4,333.89	#DIV/0!	Misc Other		
Interest Earned	\$2,000.00	\$936.48	\$936.48	46.82%			
Other (Specify)		\$6,736.47	\$6,736.47	#DIV/0!	Refunds and Misc.		
Other (Specify)	\$169,000.00	\$150,231.00	\$150,231.00	88.89%	SLP Federal Reimb and Non Reimb		
TOTAL REVENUE	\$2,919,183.00	\$3,168,040.32	\$3,168,040.32	108.52%		\$0.00	
EXPENDITURES							
100 Salaries							
Teachers	\$959,656.00	\$1,046,493.83	\$1,046,493.83	109.05%			
Special Education	\$48,271.00	\$62,330.41	\$62,330.41	129.13%			
Instructional Aides	\$82,100.00	\$74,853.54	\$74,853.54	91.17%			
Classified/Office	\$140,245.92	\$96,894.89	\$96,894.89	69.09%			
Administration	\$78,872.92	\$74,476.88	\$74,476.88	94.43%			
Maintenance	\$9,800.00	\$10,648.29	\$10,648.29	108.66%			
Other (Specify)	\$58,266.70	\$62,677.97	\$62,677.97	107.57%	Food Service		
Other (Specify)	\$36,000.00		\$0.00	0.00%			
Total Salaries	\$1,413,212.54	\$1,428,375.81	\$1,428,375.81	101.07%			
200 Employee Benefits							
PERSI/FICA/Benefits	\$353,487.00	\$434,980.33	\$434,980.33	123.05%			
Other (Specify)	\$10,926.00	\$9,727.00	\$9,727.00	89.03%	Workers Comp		
Total Benefits	\$364,413.00	\$444,707.33	\$444,707.33	122.03%			
300 Purchased Services							
Management Services	\$61,858.00	\$74,348.51	\$74,348.51	120.19%	Admin Consultant, SPED & Title IA contracted services		
Staff Dev/Title IIA	\$13,598.00	\$12,575.25	\$12,575.25	92.48%			
Legal Pub/Advertising	\$8,510.00	\$1,120.09	\$1,120.09	13.16%			
Legal Services	\$30,000.00	\$25,241.50	\$25,241.50	84.14%			
Special Education	\$28,270.97	\$50,262.93	\$50,262.93	177.79%			
Liability & Property Ins	\$6,454.00	\$9,587.00	\$9,587.00	148.54%	*		
Substitute Teachers	\$10,000.00	\$5,760.00	\$5,760.00	57.60%			
Board Expenses	\$17,640.00	\$11,208.06	\$11,208.06	63.54%	Audit & Memberships		
Computer Services	\$27,903.00	\$22,399.12	\$22,399.12	80.27%	***One-Call, Webpage, IP Monitoring Software, Plato, IDLA		
Transportation	\$141,000.00	\$142,558.40	\$142,558.40	101.11%			
Travel	\$5,000.00	\$619.89	\$619.89	12.40%	Travel & Purchase Services		
Other (Specify)	\$24,610.00	\$35,032.42	\$35,032.42	142.35%	Custodial		
Other (Specify)	\$0.00		\$0.00	#DIV/0!			
Total Services	\$374,843.97	\$390,713.17	\$390,713.17	104.23%		\$0.00	
Facilities				#DIV/0!			

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CURRENT FISCAL YEAR BUDGET COMPARISON

Building Lease	\$450,000.00	\$450,000.00	\$450,000.00	5.61%		
Land Lease			\$0.00	#DIV/0!		
Modular Lease			\$0.00	#DIV/0!		
Utilities, Phones, Lndscp	\$75,880.00	\$44,542.45	\$44,542.45	7.59%		
Site Preparation			\$0.00	#DIV/0!		
Other (Specify)	\$3,623.00	\$3,236.00	\$3,236.00	618.25%	Fire/Security, HVAC, Snow Removal, Pest Control	
Other (Specify)	\$3,816.00	\$3,555.05	\$3,555.05	3735.81%	Storage Rental	
Total Facilities	\$533,319.00	\$501,333.50	\$501,333.50	94.00%		\$0.00
400 Supplies and Maintenance						
Textbooks	\$25,323.00	\$23,428.47	\$23,428.47	92.52%		
School Supplies	\$43,203.00	\$17,528.60	\$17,528.60	40.57%	Paper & Teacher Supplies. SEEMS REALLY LOW	
Power School	\$3,500.00	\$5,238.16	\$5,238.16	149.66%		
Custodial Supplies	\$27,982.00	\$11,500.70	\$11,500.70	41.10%		
Other (Specify)	\$27,938.40	\$19,694.56	\$19,694.56	70.49%	Copy Machine Lease, Maintenance & Copies. SEEMS VERY LOW	
Other (Specify)	\$50,572.00	\$97,711.00	\$97,711.00	193.21%	Food Service Supplies & Food	
Total Supplies	\$178,518.40	\$175,101.49	\$175,101.49	98.09%		\$0.00
500 Capital Objects						
Furniture				#DIV/0!		
Technical AV Equipment				#DIV/0!		
Other (Specify)	\$13,820.00	\$29,398.21	\$29,398.21	212.72%	Skyward License	
Other (Specify)	\$2,838.12	\$1,389.60	\$1,389.60	48.96%	Lawn Mower	
Other (Specify)	\$3,798.00	\$2,787.91	\$2,787.91	73.40%	Floor Cleaning Equip	
Other (Specify)	\$1,180.00	\$126.12	\$126.12	10.69%	Building Maintenance	
Total Capital Objects	\$21,636.12	\$33,701.84	\$33,701.84	155.77%		\$0.00
Debt Service						
Specify	\$0.00		\$0.00	#DIV/0!		
Specify	\$0.00		\$0.00	#DIV/0!		
Specify	\$0.00		\$0.00	#DIV/0!		
Total Debt Service	\$0.00	\$0.00	\$0.00	#DIV/0!		\$0.00
Grant Purchases						
Specify				#DIV/0!		
Specify				#DIV/0!		
Specify				#DIV/0!		
Specify				#DIV/0!		
Specify				#DIV/0!		
Total Grant Purchases	\$0.00	\$0.00	\$0.00	#DIV/0!		\$0.00
Reserve Fund				#DIV/0!		
Building Fund				#DIV/0!		
Total Expenses	\$2,885,943.03	\$2,973,933.14	\$2,973,933.14	103.05%		
Carryover from Previous FY	(\$66,639.00)		(\$66,639.00)	0.00%		\$0.00
Reserve/(Deficit)	(\$33,399.03)	\$194,107.18	\$127,468.18	-581.18%		

August 15, 2013

UPCOMING FISCAL YEAR BUDGET COMPARISON

Xavier Charter School 9/30/2014	Proposed Budget	Notes	Difference from "Current Fiscal Year"	
REVENUE				
Local Revenue	\$13,189.00		\$9,814.00	reflects projected from "current FY"
State Revenue				
Entitlement	\$720,000.00	Based on ADA of 620	\$719,998.98	reflects State actual from "current FY"
Wages				
Administration	\$104,466.00			
Teachers	\$966,912.05			
Classified	\$463,635.95		\$1,535,012.98	reflects all salaries compared to State actual from "current FY"
Medicaid	\$10,000.00		(\$29,770.70)	reflects projected from "current FY"
Benefit	\$262,165.00		\$129,999.01	reflects State actual from "current FY"
Transportation	\$130,000.00		\$129,999.01	
Federal Revenue				
Title I	\$85,621.00		#DIV/0!	reflects State actual from "current FY"
Special Ed	\$77,720.00		#DIV/0!	reflects State actual from "current FY"
Title II	\$8,132.00		\$8,130.70	reflects State actual from "current FY"
Startup Grant	\$0.00		#DIV/0!	reflects State actual from "current FY"
Other Sources (Specify)	\$35,500.00	Fundraising & Interest		
Other Sources (Specify)	\$8,484.00	Exceptional Child/SED Support		
Other Sources (Specify)	\$157,315.00	Lottery, Charter Facilities, Dual Credit		
Total Revenue before holdback	\$3,043,140.00		#DIV/0!	
PROPOSED HOLDBACK				
		Holdbacks should be estimated at a minimum of 5% - 5.5% for FY 2011.		
Teacher Salaries	\$0.00			
Classified Salaries	\$0.00			
Admin Salaries	\$0.00			
Benefits	\$0.00			
Entitlement	\$0.00			
Transportation	\$0.00			
Total Holdback	\$0.00		\$0.00	there were no holdbacks last year
Total Revenue after holdback	\$3,043,140.00		\$3,043,138.91	reflects State actual from "current FY"
EXPENDITURES				
100 Salaries				
Teachers	\$1,088,778.00		42,284.17	reflects projected from "current FY"
Admin	\$179,793.00		105,316.12	reflects projected from "current FY"
Classified	\$77,621.00		(19,273.89)	reflects projected from "current FY"
Special education	\$31,000.00			
Other (Specify)	\$108,285.00	Paraprofessionals		
Other (Specify)				
Total Salaries	\$1,485,477.00		128,326.40	
200 Benefits				
Benefit Dollars	\$178,022.40			
PERSI/Payroll taxes	\$278,842.01			
Other (Specify)	\$10,926.00	Workers Comp		
Total Benefits	\$467,790.41		\$23,083.08	reflects projected from "current FY"
300 Purchased Services				
Transportation	\$151,000.00		\$8,441.60	reflects projected from "current FY"
Special Education	\$34,735.00		(\$15,527.93)	reflects projected from "current FY"
Proctor costs				
Legal	\$20,000.00		(\$5,241.50)	reflects projected from "current FY"
Insurance	\$6,500.00		(\$3,087.00)	reflects projected from "current FY"
Copier Lease	\$42,940.00		\$42,940.00	
Printer Lease			\$0.00	
Facility Lease	\$480,000.00		\$480,000.00	reflects projected from "current FY"
Utilities	\$46,053.48		\$1,511.03	reflects projected from "current FY"
Professional Development	\$6,132.00		(\$6,443.25)	reflects projected from "current FY"

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UPCOMING FISCAL YEAR BUDGET COMPARISON

Technology	\$17,790.00		(\$4,609.12)	reflects projected from "current FY"
Management Services	\$15,000.00	Consultant	(\$59,348.51)	reflects projected from "current FY"
Legal Publications/Advertising	\$7,500.00		\$6,379.91	reflects projected from "current FY"
Substitute Teachers	\$10,000.00		(\$15,760.00)	reflects projected from "current FY"
Board Expenses	\$14,415.00		\$3,206.94	reflects projected from "current FY"
Other (Specify)	\$23,298.00	Authorizer Fee, Sub Service		
Other (Specify)	\$18,315.00	Storage, Grounds and Building Maint		
Total Purchased Services	\$893,678.48		\$432,462.17	
Supplies & Materials				
Teacher/Classroom	\$24,505.00		\$6,976.40	reflects projected from "current FY"
Office			\$0.00	Not in 2010 budget.
Janitorial	\$57,982.00		\$46,481.30	reflects projected from "current FY"
Textbooks	\$37,170.00		\$13,741.53	reflects projected from "current FY"
Other (Specify)	\$6,250.00	Power School Software		
Other (Specify)	\$5,890.00	Postage and Bank Charges		
Total Supplies & Materials	\$131,797.00		\$67,199.23	
Grant Expenditures				
Specify				
Specify				
Specify				
Total Grant Expenditures	\$0.00			
Capital Outlay	\$64,361.00	Lawn Mower, Skyward & Floor Scrubber	\$64,361.00	
Total Capital Outlay	\$64,361.00		\$64,361.00	
Debt Retirement			\$0.00	
Total Debt Retirement	\$0.00		\$0.00	
Insurance & Judgements	\$0.00		\$0.00	
Total Insurance & Judgements	\$0.00		\$0.00	
Transfers			\$0.00	
Total Transfers			\$0.00	
Contingency Reserve	\$0.00			
Building Fund	\$0.00			
Total Expenditures	\$3,043,103.89		\$715,431.88	
Carryover from Previous FY	\$127,468.18	Reflects projected reserve/(deficit) from "current year" worksheet		
Reserve/(Deficit)	\$127,504.29			