

A New Hampshire Chartered Public School

Annual Report 2017-18



Prepared by Amy P. Bottomley, Director, MicroSociety Academy Charter School

End of Start-Up Process Brings School to Full Capacity

Mission: The mission of the *MicroSociety Academy Charter School* (MACS) is to actively engage K-8 students in a diverse, challenging learning environment that will prepare them for college, the workforce, and citizenship in a 21st Century global society. Within this environment students will be taught developmentally appropriate, research-based, innovative, technology-infused learning strategies that they will apply daily during the course of creating and operating the agencies and ventures of their own school-based “MicroSociety” -- a microcosm of the real world.

Key Factors in Delivering the Mission

- Rigorous academic competency-based core curriculum aligned with & assessed by NH Common Core Curriculum
- Excellent instruction that integrates project based differentiated learning, learning centers, teachers as coaches, classroom-based technology, student empowerment, teaming, service learning, mentoring
- Embedded entrepreneurial endeavors and “real life” learning within MicroSociety curriculum, ventures and agencies
- High level of parental and community involvement
- Web-based student information system used by staff allowing parents to communicate with school and track progress
- Shared decision-making among professionals within the school.

School Focus/Motto: “Relate. Connect. Understand”

Objectives for 2017-18:

1. Student Enrollment: To increase student enrollment and keep sustainable.
2. Student achievement: Students will increase their interest and access to reading and math activities including, but not limited to, remediation of skills.
3. Professional Development: To increase staff development opportunities, specifically in math remediation and staff attendance at professional development workshops outside of school. To develop a school wide writing assessment and rubric.
4. Community Engagement: To increase MACS volunteer committee /opportunities for stakeholders.

Student Enrollment:

Student Town of Residence Data:

2017-2018 School Year:

Name of City/Town	Number of Students	Percentage of Student Body
Nashua	165	86.4%
Merrimack	7	3.7%
Hudson	10	5.2%
Hollis	3	1.6%
Manchester	1	0.5%
Londonderry	1	0.5%
Derry	1	0.5%
Litchfield	1	0.5%
Brookline	1	0.5%
Allenstown	1	0.5%

Student Ethnicity Data:

2017-2018 School Year:

Ethnicity	Number of Students	Percentage of Student Body
Asian	48	25%
Black	1	0.5%
Hispanic	30	16%
White	123	64%
Multiple Races	10	5%

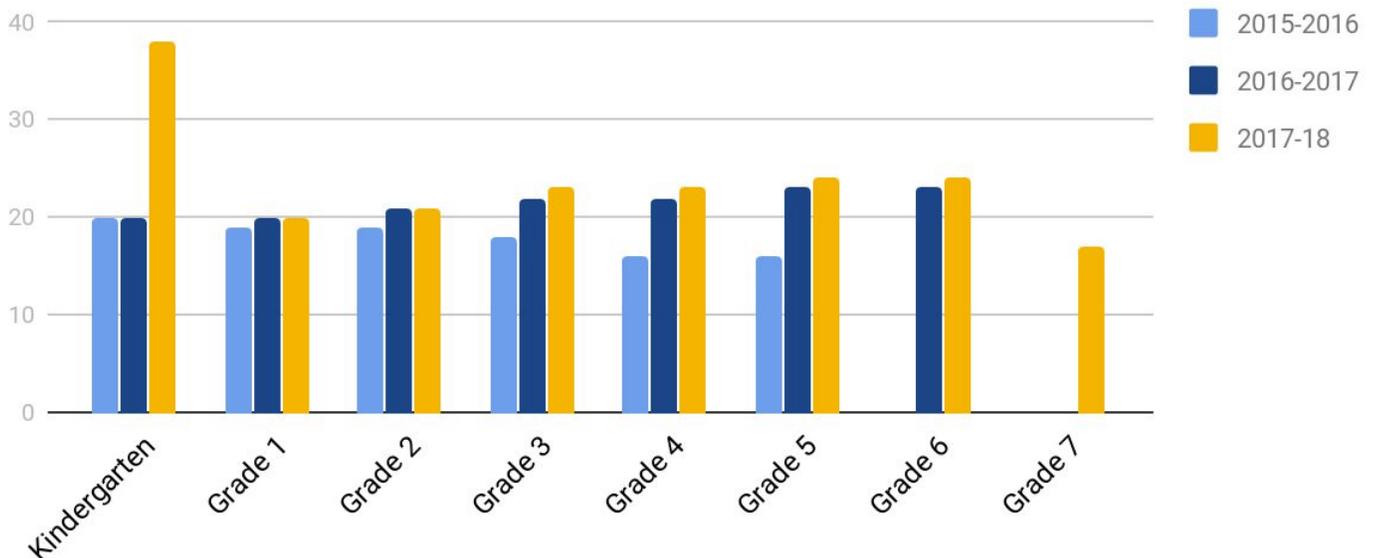
The MicroSociety Academy Charter School, MACS, Admissions Lottery was completed on March 10, 2017. 118 applicants were included in the lottery.

Below is a chart depicting specific information relating to applicants:

	Lottery	Siblings/Board/Staff Children	Other Applicants	Total
Kindergarten	29	6	4	39
1st grade	10	0	5	15
2nd grade	19	2	4	25
3rd grade	6	0	5	11
4th grade	7	2	3	10
5th grade	12	1	4	17
6th grade	24	0	4	28
7th grade	2	0	7	9
8th grade	1	0	3	4

There were a total of 158 applicants in the 2017-2018 school year, which was a **11% increase** from the 141 applicants in the 2016-2017 school year. The March lottery brought projected fall 2018 numbers to 216.

Enrollment Trends



Daily Average Attendance: 95% (flat from 2016-2017 school year)



Student Achievement:

Number of Students Tested and Percent of Students at Level 3 or Above for Students in MicroSociety Academy Charter School of Southern NH, 2017-2018 on the NH SAS.

Grade	Subject	# of students	% proficient
3	Reading	23	70
	Mathematics	23	74
4	Reading	23	57
	Mathematics	23	70
5	Reading	23	78
	Mathematics	23	52
6	Reading	22	82
	Mathematics	22	73
7	Reading	17	76
	Mathematics	17	59

Number of Students Tested and Percent of Students at Level 3 or Above for Students in MicroSociety Academy Charter School of Southern NH, 2016-2017 on the SBAC.

Grade	Subject	# of students	% proficient
3	Reading	19	58
	Mathematics	19	63
4	Reading	19	74
	Mathematics	19	74
5	Reading	20	90
	Mathematics	20	55
6	Reading	20	90
	Mathematics	20	70

How does MACS compare?

2017-18 testing data is not released for other schools at time of the report, so comparisons are not possible at this time, except with the State.

2017-2018 NHSAS Comparison Data (yellow indicates highest % score).

Grade	Content Area	MACS (%) at level 3 or above	NH (%) at level 3 or above
3	Reading	70%	54%
3	Mathematics	74%	55%
4	Reading	57%	55%
4	Mathematics	70%	53%
5	Reading	78%	61%
5	Mathematics	52%	45%
6	Reading	82%	55%
6	Mathematics	73%	46%
7	Reading	76%	60%
7	Mathematics	59%	48%

2016-17 SBAC Comparison Data (yellow indicates highest % score).

Grade	Content Area	MACS (%) at level 3 or above	NH (%) at level 3 or above	Neighboring Charter at (%) 3 or above	Nashua School District (%) 3 or above
3	Reading	58%	54%	25%	47%
3	Mathematics	63%	55%	44%	52%
4	Reading	74%	56%	47%	48%
4	Mathematics	74%	51%	47%	45%
5	Reading	90%	57%	73%	55%
5	Mathematics	55%	47%	53%	41%
6	Reading	90%	57%	82%	45%
6	Mathematics	70%	46%	57%	32%

Spring NH SAS Science 2017- 2018

5th Grade: 52% proficient State: 44%

Professional Development:

In order to increase student achievement, MACS administration received Title II funding to bring in outside experts (SERESC trainers) to provide in school training for teachers in year three. The focus of the in house professional development trainings offered were on STEM and the Lucy Calkins writing program, specifically around designing writing rubrics and a school wide writing assessment. MACS also sent the entire staff to the Annual Charter School Best Practices Conference in March, where two MACS staff members presented a workshop. In July, 6 staff members traveled to Jersey City, NJ for the Annual MicroSociety International Conference. One administrator and one teacher were workshop presenters. The Board of Trustees has also invested money in MicroSociety, Inc. trainers to travel to MACS and spend 9 days/year working with staff on MicroSociety pedagogy and best practice.

Highlights of new initiatives to support teacher training and needs included:

Topic: Orientation for New Staff **Format:** Whole Group

Objectives:

- Learn a little history of the *MicroSociety* program
- Learn the basics of the *MicroSociety* learning environment
- Characterize an Ideal Society
- Go over Micro implementation Timeline
- Discuss Micro in Classroom
- Be introduced to the *MicroSociety* Guiding Principles and philosophy of working with children
- Examine venture and agency possibilities
- New Teacher Assessment Trainings; Aimsweb, DRA
- Curriculum Trainings: Foundations

Topic: Beginning Year 3 **Format:** Whole Group

Objectives:

- Bring in outside experts in STEM and Writing for PD; STEM in the classroom and Lucy Calkins
- Conduct a SWOT analysis with staff and a separate one with students
- Create Common Focus for this year
- Set goals for the year (including personal goals)
- Review the year 3 timeline
- Collaborate to plan Micro start up

A. Governance Structure Changes:

- **Climate and Communication Team:**
 - HEART Initiatives - community service projects
 - Staff Morale and team building activities
 - Weekly team meetings
- **Curriculum and Instruction Team:**
 - Prof Development - look at best practices to target weaknesses in writing; developed grade level writing rubrics (Lucy Calkins).
 - Math - look at scores/standards to determine curriculum needed - implemented "word problem of the day."
- **Micro Intervention Team:**
 - Set up timeline for implementation, ensure goals/benchmarks are kept in the forefront - "100 benchmarks"
 - Weekly Micro Meetings

Community Engagement:

An important aspect of the MicroSociety philosophy is the importance of incorporating members of the community to volunteer within the school community and/or mentor student run agencies and ventures. Some of the 2017-18 highlights included:

- **MACS PTO Volunteer Contract**
 - MACS PTO asked Parents were asked to give 5 hours of their time or a \$50 family buy-out.
- **MACS PTO (parents)**
 - provide monthly treats for staff
 - Spearheaded community events such as Fall Festival, Movie Nights, Dance, and Murder Mystery Dinner
- **Jeanne D'Arc Credit Union**
 - Assist students in opening up "real \$" accounts for several students and they come twice a month to transact with them
- **Printing Company Owner**
 - Consulted and visited with both the Media Center and Newspaper venture
- **Librarian (community partner)**
 - advised and worked monthly in Library
- **Police Officer (community partner)**
 - advised and worked monthly with Peacekeepers

- **Lawyer**
 - addressed Court

Who Are We

The MACS staff is an incredibly dedicated and hardworking group of individuals who believe in the mission and vision of MicroSociety and how it can be the key to enriching the educational experience and deepen the understanding for students in preparation of college, the workforce, and citizenship in a 21st Century global society.

Amy Bottomley/ Director

Amy holds a B.A. in Education with a concentration in English from Bethany College in Bethany, WV and a M.Ed. in Educational Leadership from New England College in Henniker, NH. Amy has worked in education since 1996. She was first a special education teacher at Hollis Brookline High school and served as the Special Education Department Chair for six years before moving on to administration. Amy then served as an Assistant Principal and Special Education Coordinator at Hollis Upper Elementary School for five years before becoming the Director at MACS. She is a NH certified Principal and Special Education Administrator.

Susannah Williams/ Curriculum and Program Coordinator

She earned her elementary education degree from the University of Dallas in 2002. After developing and teaching an English program in China, Mrs. Williams returned to Texas where she taught 1st, 2nd, and 3rd grade as well as elementary art in the Dallas and Austin public school districts. She also taught at the Boston Renaissance Charter Public School from 2007 to 2012 where she headed the Parent Workshop Committee and piloted curriculum in several subject areas.

Brenna Froleiks/ Kindergarten

Brenna graduated from the University of New Hampshire with my B.S. in Family Studies and an M.Ed. and certification to teach K-8 in the state of New Hampshire from UNH Manchester. She has been teaching in various schools over the last few years. Previously, she has been a Title I Reading Teacher at Fred C. Underhill School in Hooksett, NH and a Kindergarten Enrichment Teacher at the Bow Youth Center in Bow, NH.

Ashley Preston / Kindergarten

This is Ashley's first year at MACS. She came to MACS from Hooksett where she served as a part time Kindergarten teacher. She is a certified elementary ed teacher with a Bachelor of Arts degree from Keene State College.

Sara McClintick/ First Grade

This is Sara's second year teaching at MACS. She received her Bachelor of Arts degree in Elementary Education from Southern New Hampshire University in 2010 and holds a NH teaching certification for Grades k-8. She has various experiences in *almost* all grade levels, but most recently as a paraprofessional in the district of Bedford in grades 4 through 6 and Reading Interventionist in the district of Merrimack.

Amanda Walchak/ Second Grade

A graduate of the University of New Hampshire with a B.A. in Theatre: Dance and an M.Ed in Elementary Education, Amanda is founding teacher at MACS. During Graduate School she spent a year working at Mast Way Elementary School as a first grade intern. After that year she worked in a year long position at the Portsmouth School of Ballet working as the Assistant Director. She is certified in Elementary Education with the state of NH.

Katelyn Tocci/ Third Grade

Another founding MACS teacher, Kate is entering her eighth year of teaching elementary school and her third year of teaching third grade. She obtained her Bachelor's degree from Rivier College in Elementary and Special Education and a Master's degree from New England College in Literacy and Language Arts.

Matt Clermont/ Fourth Grade

Matt completed his Bachelor's at Merrimack College in North Andover, MA, and a Masters in Education at Rivier University in Nashua, NH. He is a certified teacher with the state of NH in Elementary Education and another founding teacher at MACS. This is his third year teaching fourth grade.

Toni Carideo/ Fifth Grade

Toni joined the MACS founding staff after teaching in the White Mountain region for six years. She is a graduate from Plymouth State University with a Bachelor's of Science in Childhood Studies with a concentration in K-8 Teacher Certification, and a minor in music. She received a Master's of Education in Curriculum & Instruction with a focus in Technology Integration from Southern New Hampshire University.

Julie Doyon/ Middle School ELA and Social Studies :

Julie received a BA from UNH in communications and earned an M.Ed. in K-8 elementary education from Rivier College. She also holds a statement of eligibility in middle school science. Her teaching experience spans grades four through six in the districts of Merrimack, Salem and Nashua.

Danielle Latta/ Middle School Math and Science:

Danielle is a veteran teacher from MA where she last taught at the Academy of Notre Dame in Tyngsborough in the math and science department. She has two master's degrees, one from Boston University in Secondary Education and one from Umass Lowell in Elementary Education. She is NH certified in middle school math and science.

Erika Brown/ Paraeducator:

Erika is a founding support staff member and graduate of Keene State College with a major in Elementary Education and a minor in Geography. After graduating, she enjoyed my time in the

teaching field as a Paraprofessional, a Literacy Success Teacher, and then into a role as a Classroom Teacher.

Kate Dagianis/ Guidance/Special Education/504 Coordinator

Another MACS founding staff member, Kate has a BA in Human Development, Early Childhood Education, and Special Education from Rivier University with a dual certification in General Education and Special Education. She is currently completing her MA Ed in Educational Studies and School Counseling. Previous to joining MACS, she taught first and second grade at another local charter school and serviced students and families as the Special Education Liaison.

Brittany Fitzgerald /Computer -Technology Integrationist:

Brittany came to MACS from St. Joseph's School in Haverhill, MA for the past 6 years where she taught 6th grade. She received a ME'd from Southern New Hampshire University in Technology Integration.

Sonya MacMillan / Art Teacher/Paraprofessional:

Sonya is a Plymouth State University graduate with a BA in Interdisciplinary Studies with concentrations in Art and Mental Health. Sonya graduated Magna Cum Laude.

Amanda Studer/ PE Teacher:

Amanda joins MACS from Oyster River where she was an interim PE teacher at the middle school level. She holds a NH certification in PE and graduated from Keene State College.

Nicole Caulautti / Music Teacher:

Nicole graduated from Hofstra University in Hempstead, NY where she earned a BS in music education. She holds a NY certification in music k-12.

Melody Barry /School Nurse:

Melody is a Registered Nurse in NH and works part time at CMC in Manchester. She has a BS in nursing and a MBA from Rivier University.



Awards and Recognitions:

MicroSociety Inc. 2015-16 "3 Star" school

- this is the highest recognition bestowed on a first year micro-themed school.

MicroSociety Inc. 2016-17 "4 Star" school

- this is the highest recognition bestowed on any micro-themed school.

MicroSociety Inc. 2017-18 "4 Star" school

- this is the highest recognition bestowed on any micro-themed school.

MicroSociety Inc. 2015-16 "Rookie of the Year" Award

MicroSociety Inc. 2015-16 - Student Leadership Award - Elle Kriebel

MicroSociety Inc. 2016-17 - Student Leadership Award - Ava Tannariello

MicroSociety Inc. 2016-17- Outstanding Administrator Award - Amy Bottomley

MicroSociety Inc. 2017-18 - Outstanding Teacher Award - Brenna Froliex

MicroSociety Inc. 2017-18 - Student Leadership Award - Olivia Sobie and Turner Bottomley

Nashua Chamber of Commerce 2017-18 Finalist for Non-Profit of the Year

Enterprise Bank- 2017-18 Educator of the Year Finalist- Amy Bottomley

The School is Sustainable:

Facilities Improvements/Expansion:

Objective: To improve security systems.

- Documentation of safety drills and trainings (ie; fire/ active shooter/ evacuation).
- Safety Improvements; Thanks to monies received from the Federal Infrastructure Grant- additional cameras, remote access, outdoor lighting, street marker, panic buttons, new security system/keyless entry.
- Homeland Security evaluation in conjunction with city emergency management, police and fire.

Increased Enrollment:

Objective: To maintain and increase enrollment to DOE approval size

- Marketing- To add a street sign with message board in order to advertise upcoming events/open houses.
- Implement student recruitment and enrollment efforts, as defined by the charter and state regulations to ensure enrollment is sufficient to maintain sustainability.

Quality Instruction:

Objective: to continue to offer quality instruction where students make adequate yearly growth in the NH common core standards.

- Continue to hire exceptional and qualified staff and improve benefits package in hopes to retain staff.
 - In spring 2018, contracts included new benefits offerings for Health. We moved to the Health Trust and a new Anthem plan. Teachers received a 5% COLA.
 - All but one of the MACS classroom teachers have master's degrees in the field of education.
- Continue to progress monitor students and provide RTI (response to intervention) services to those in need.
 - Aimsweb/DRA (Developmental Reading assessment)/Smarter Balanced assessments used to determine student progress.
 - Lexia and Dreambox were purchased and utilized as reading and math intervention programs for those working below grade level.
 - Purchased Lively Letters for ELL students and hired a part time ELL teacher.

Special Education Services:

Objectives: To effectively partner with local LEA to ensure quality services are offered and accessible to students with special education needs.

- Developed a Student Assistance Team (SAT) to effectively document, collect and analyze data derived from school intervention and progress monitoring before moving to home school districts for referral.
- Work collaboratively with LEA's to meet student IEP needs; Nashua collaboration over staff hires within building ie; case manager; provide adequate working space to outside service providers sent from other LEA's, meet regularly and communicate effectively over needs. Budget to full time administrator to serve as MACS LEA and support special ed department.

Fiscally Responsible:

Objectives: To maintain and develop a fiscally sound budget that ensures financial sustainability.

- Review and update the MACS financial Policy and Procedures
 - Using Quickbooks issuing monthly P&L/ Balance Sheet, Treasurer reports, add "Worthy Mentions"
 - Recruit board members to serve on the Finance Committee
 - Make changes based on Management Letter from yearly Audit report.
- Provide for losses
 - Established a monthly set aside to establish contingency fund and unemployment fund.
 - Establish budget to actual spreadsheet for finance committee monthly review

"Micro Moments"

The following are scenarios that occurred throughout the year that highlight what the MicroSociety concept does for students.

"As part of our school-wide math goal this year, our Micro facilitators are making sure that students are keeping up with not only their business financial data but also their personal bank account registers. A few weeks ago, one of the second graders went online to check her bank account and make sure all of that information matched her personal ledger. She noticed that the bank hadn't accounted for all of her deposits. She couldn't believe it and immediately began digging through her wallet to pull out her bank receipts. She found that three transactions were missing from the online account -- two deposits and a withdrawal. At first, she was angry and frustrated that she had less money in her account than she was supposed to. She talked over ways to solve the problem and decided that the best approach was to go and talk to the bank manager on her next day off to inform them of the problem and have it corrected. Thankfully since she had kept her receipts, she was able to prove her claim and resolve the situation with the bank. The Micro model is teaching our students financial responsibility as well as giving them strategies for self-advocating, even as young as second grade!"

"While it is true that Micro supports our students with invaluable skills in the areas of leadership, financial literacy, and risk-taking, we also strive to make sure that students understand the value of the HEART strand. Through acts of

kindness, giving, and community service, our students are learning that they can make a positive difference in their world.

The HEART goal of our student-owned science business venture this year was to raise money for the Leukemia and Lymphoma Society (LLS) through their "Pennies for Patients" campaign. The students' efforts helped MACS to raise more than double what our original goal had been, and in the process they helped some younger Micro City citizens learn the value of the HEART strand. A kindergarten student whose birthday happened to fall during the donation period decided to ask that family and friends coming to his birthday party make donations to Pennies for Patients in lieu of birthday gifts, and he raised \$65 as a result! Also, a first grader kept filling up his coin donation box at home each day until his piggy bank was nearly empty. When he was filling up the box again one morning, his father told him he had already donated enough of his money and to save the rest. The boy said, "But look at this guy!" while pointing to the picture of the young leukemia survivor on the donation box. "He survived because people donated money to the scientists who are doing experiments to find a cure. We should help them!" His father agreed and helped him fill the box with change once more."