

**Commodore Conyers College and Career Academy**  
**Quarterly Report**  
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**Mission, Goals, and Need**

**Mission:** The mission of the Commodore Conyers College and Career Academy, 4C Academy, is to produce college and career ready graduates with relevant skills and education and with exceptional work ethic who can compete and succeed in the global economy.

**Goals:**

**Academic Goals.** The State Board shall hold the Charter School accountable for the full performance of each of the academic goals listed below. The requirements of each goal are independent of and do not supersede the requirements of any other goal.

**Goal 1:** The Charter School will reduce the dropout rate for its cohort of students.

**Measure 1:** From the baseline dropout rate established in Year 1, the dropout rate of the Year 1 cohort will be reduced by 50% in Year 1 of the charter and by an additional 5% during each year of its charter term.

**Measure 2:** From the baseline dropout rate established in Year 1 for male African-American students in the 2015 graduating cohort of Dougherty County high school students, the dropout rate will be reduced by 50% in Year 1 of the charter and by an additional 5% during each year of its charter term.

**Goal 2:** Dual enrollment via Move On When Ready courses taken at the Charter School's post-secondary partner schools will increase during the charter term.

**Measure 1:** From the baseline dual enrollment number established in Year 1, the Charter School will increase the number of students dual enrolled in Years 2 and 3 of the charter term by an additional 50 students each year, and an additional 100 students each year in Years 4 and 5 of the charter term, to total 600 dual enrolled students by the end of the charter term.

**Goal 3:** Pathway completion in CTAE pathways tied to the Governor's High Demand Career Initiative nine target sectors will increase during the charter term.

**Measure 1:** A baseline will be established in Year 1 and will increase by 10% during each year of the charter term.

**Measure 2:** A baseline of all CTAE completers will be established in Year 1 and will increase by 10% during each year of the charter term.

**Goal 4:** The Charter School will increase the percentage of students earning college credits via dual enrollment by 150% by the end of the charter term.

**Goal 5:** The Charter School will increase the number of students in work-based learning programs by 10% during each year of the charter term.

Goal 6: The Charter School's graduation rate will exceed that of the district and/or state by 5% during each year of the charter term after a baseline is established in Year 1 of the charter.

Goal 7: The Charter School will increase the percentage of students who are employed in a job directly related to technical certificates received or enrolled in post-secondary education within 6 months of graduation from high school by 30% by the end of the charter term after a baseline is established in Year 1 of the charter.

Organizational Goals. The fulfillment of the following organizational goals will be reported annually by the Charter School in addition to their Annual Report.

Goal 1: The Charter School will be economically sustainable.

Measure 1: Each year, the Charter Schools will operate in a fiscally sound manner as measured by an external audit that is submitted on time to the Department.

Measure 2: Actual and proposed budgets for each school year will demonstrate effective allocation of resources.

Measure 3: Yearly balance sheets will demonstrate that the Charter School maintains adequate cash reserves.

Measure 4: The Charter School will meet all Generally Accepted Government Accounting Standards (GAGAS) as demonstrated by external, annual audit reports.

Measure 5: The Charter School will meet all financial reporting deadlines set by the Department.

Goal 2: The Charter School shall ensure all Governing Board Members receive effective training as required by O.C.G.A § 20-2-2072.

Measure 1: All Governing Board members shall participate in initial training and annual training thereafter.

Goal 3: The Charter School shall promote a positive school experience that engages students, parents, and teachers.

Measure 1: According to data reported by the Governor's Office of Student Achievement Report Card, in each year of the charter, the percentage of students absent 6 days or more shall not exceed 10% and shall improve by at least 2 percentage points annually until the percentage of students absent 6 days or more is below 5%.

Measure 2: Each year, 90% of parents will indicate that they are at least "satisfied" with the overall quality of their child's education as measured via an annual survey conducted at the conclusion of the school year, in which the options are very unsatisfied, unsatisfied, somewhat satisfied, satisfied, and very satisfied. The survey response rate will be at least 85% of parents surveyed.

Measure 3: Each year, 90% of teachers will indicate that they are at least “satisfied” with the overall quality of their job as measured via an annual survey conducted at the somewhat satisfied, satisfied, and very satisfied. The survey response rate will be at least 85% of teachers surveyed.

Measure 4: Each year, the Charter School will receive a 3-star rating or higher on the Georgia Department of Education’s School Climate Star Ratings annual report.

**Need:**

**Partnerships, Governance, and Leadership**

**Partnerships:**

We have good relations with our local business and industry. We are partnered with our local Chamber of Commerce and our local Economic Development Commission. Our CEO, Chris Hatcher, serves on the board of the Economic Development Commission.

We are also partnered with the Industry Roundtable, a group comprised of representatives from our regional industrial base including P&G, MillerCoors, Pfizer, Coats and Clark, Mars Inc., MCLB, SASCO chemicals, Tara Foods and others. We have presented to this group and members from this group serve on our Programming Committee.

**Governance:**

We have an exceptional board of directors that serve from local business and industry and our education partners. In addition to selecting CEO, we have had 3 regular board meetings including a Whole Member Training Session. Our board meets the second Wednesday of every month at 5pm at Albany Technical College. Members of our board include:

- Chandu Kuntawala, Chairman (Booz Allen Hamilton)
- Virginia Parker, Vice Chair (MillerCoors)
- Tom Sullivan, (Phoebe Putney Health System)
- Don Gray (MCLB)
- Ron Lee (Agriculture)
- Tawanna Reels (Pfizer)
- Barry Carr (SafeAire)
- Emmett Griswold (Albany Technical College)
- Pastor Daniel Simmons (Mt. Zion Baptist Church)
- Kimberly Holmes (Albany State University)

Ad Hoc Members

- Mr. Ken Dyer (DCSS)
- Dr. Anthony Parker (ATC)
- Ms. Marion Fedrick (ASU)
- Justin Strickland (President, Albany/Dougherty EDC)
- Barbara Rivera Holmes (President, Albany/Dougherty Chamber)
- Col. James Carroll, (MCLB)

**Commitment and Sustainability**

We have a dedicated and committed board of directors along with strong community partnerships. In addition, already committed In-Kind contributions, the 4C Academy will accrue cash contributions to support its mission.

### **Plan to Address Workforce Development Needs**

The 4C Academy will offer programs that directly impact local and regional workforce needs. We have used the following methods to determine local needs and begin structuring programs:

1. Needs Assessment survey of over 90 employers
2. 4C Academy Interviews with business and industry
3. Programming Committee – full day meeting with facilitator to determine needs and develop programs

Now that our programs have been determined, we will continuously gather industry input as we structure the programs to meet our local needs. We will develop internships, apprenticeships to create a pipeline to our local industries.

### **Standards & Curriculum**

We have developed standards and curriculum based on input from our education partners at the Dougherty County School System, Albany Technical College and Albany State University.

### **Plan to Increase Student Participation in Move on When Ready**

One of our main strategies for increasing student participation in dual enrollment is to focus on 9<sup>th</sup> and 10<sup>th</sup> graders. We will work closely with our education partners to market the benefits of dual enrollment to students. In addition, we are maximizing dual enrollment opportunities as we develop our programs and curriculum.

### **Faculty & Staff**

Faculty hired and in place. We offer both academics and pathway courses. We offer both dual enrollment and high school courses at the academy. Our instructors bring a blend of K12 and post-secondary education as well as relevant industry experience in our pathways.

### **Plan to Increase Work-based Learning Opportunities**

We will work with our Industrial Roundtable and industry partners to increase work-based learning opportunities. We are also working with small businesses in and around Albany to develop a summer internship program for our students.

### **Grade Levels, Enrollment & Student Focus**

We are primarily focused on 9<sup>th</sup> and 10<sup>th</sup> grades – which make up 92% of our 350 students. We are focused on those grades to expose our students to professional and soft skills at an early age, to allow ample time in high school for students to focus of dual enrollment, and to provide time for work-based learning while in high school.

### **Student Support and Structure**

We have a full time counselor in place and are working with counselors at the high school as well as high school coordinators at the post-secondary schools.

### **Evaluation and Cycle of Improvement**

In progress. Too soon to address.

### **Plan to Increase Student Achievement**

In progress. Too soon to address.

### **Charter School Law/District Flexibility Performance Contract**

Our charter was approved July 1, 2016.

### **Budget**

To date, approximately \$12,000,000 has been spent on architectural and construction fees. \$18,500 has been spent on marketing.

## Timelines

Although in our original plans (prior to CEO selection) we had hoped to open in phases – beginning in January of 2017. Upon releasing our initial construction plans to prospective firms, however, we learned that this plan was not feasible. The revised plan is as follows:

- January 2018 Phase 2 Construction completed – students begin Pathways
- February 2018 Begin Marketing to Middle and High Schools
- March 2018 Whole Board Training
- April 2018 Registration for 2018/19 School Year
- May 2018 Building Dedication
- August 2018 2018/19 School Year Begins