



THE SCHOOL DISTRICT OF
PHILADELPHIA

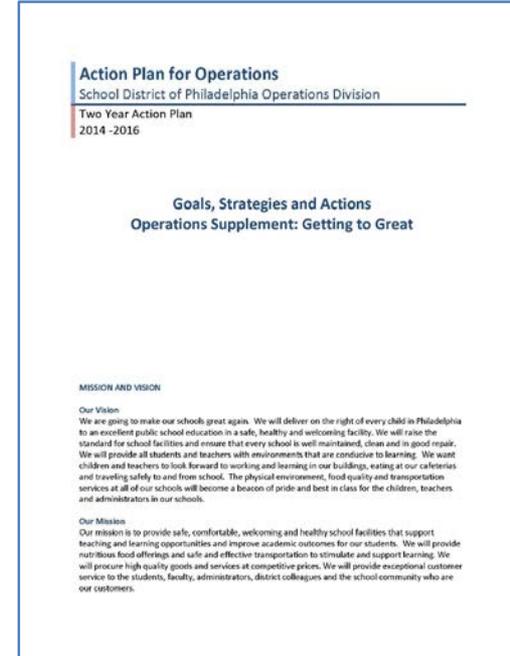
Maintenance Apprenticeship Program

Presentation to the School Reform Commission
December 2017

The School District's Apprenticeship Program creates a career path for our graduates and supports Anchor Goal 1



Anchor Goal 1: 100% of students will graduate ready for college or career.

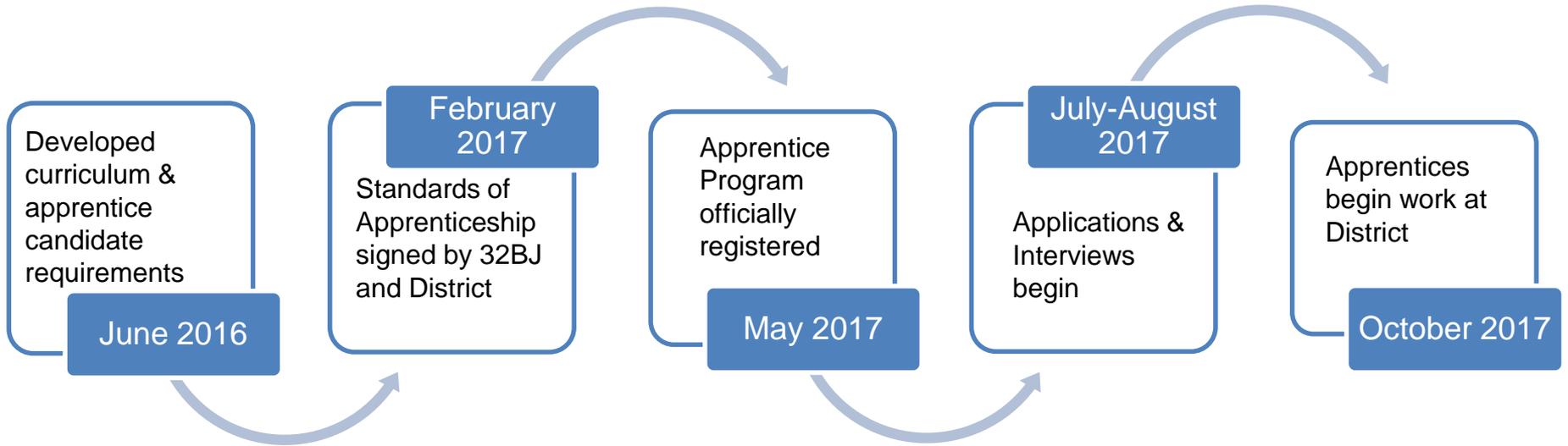


Anchor Goal 3: Fill all parts of our organization with high-performing talent.

The Maintenance Apprenticeship Program addresses the School District's need to attract, retain, and develop future talent and supports our mission to provide strong school facing support and customer service.

- Currently, the School District's Maintenance Division is managing a vacancy rate of 22%. These vacancies mean critical repairs in schools go unaddressed for prolonged periods of time.
- The School District's Career and Technical Education (CTE) students are a prime source to recruit locally and provide training in a specialty trade.
- To be considered for the Apprenticeship Program, candidates met all application criteria and completed oral examinations.
- Those selected into the Apprenticeship Program are required to complete 8000 hours of on the job training and 576 hours of classroom instruction.
- Upon completion Apprentices will be receiving **guaranteed employment** as a A-Mechanic Electrician or Plumber with The School District of Philadelphia

The Apprenticeship Program was developed over one year and is officially recognized as registered training program with the State of Pennsylvania



Our Apprentices



Antwan Harris
Trade: Plumbing
Thomas Edison HS



Antonio Lopez
Trade: Plumbing
Thomas Edison HS

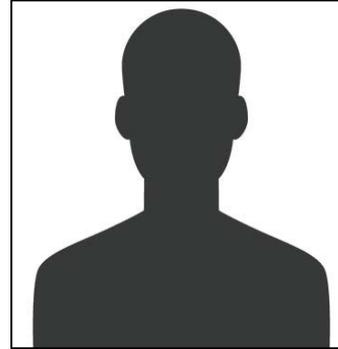


Kadeem Jackson
Trade: Electrical
Edward Bok HS

Our Apprentices



Derek Beaudry
Trade: Electrical
South Philadelphia HS



Thomas Rodriguez
Trade: Electrical
Mastbaum HS
(military reserve training)



Ismael Alvarez-Rodriguez
Trade: Electrical
Thomas Edison HS

Apprentice Program Partners

- 32BJ SEIU District 1201
- Office of Career and Technical Education
- Thomas Edison High School (Training Facility)
- Apprentice and Training Office- PA Department of Labor and Industry

We are actively hiring and seeking talent!

The District continues to recruit for talent for trades mechanics in the areas of Electrical, Plumbing, HVAC and Boiler Repair mechanics.

<https://jobs.philasd.org/opportunities/school-based-support/facilities-maintenance-opportunities/>

Facilities & Maintenance Opportunities

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Job Title ^	Union Representation ^	Application Deadline ^	Learn More & Apply Here ^
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Automatic Plant Mechanic 'B'	32BJ Local 1201	Continuous	Click Here
Building Construction Inspector II	32BJ Local 1201	Continuous	Click Here
Building Engineer Group 'I'	32BJ Local 1201	Continuous	Click Here
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Field & Grounds Mechanic 'B'	32BJ Local 1201	continuous	Click Here
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Mechanical Mechanic 'B' (Ironworker)	32BJ Local 1201	Continuous	Click Here
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Charter School Renewal Recommendations

*Presentation to the School Reform Commission
Charter Schools Office*

December 14, 2017



Renewal Overview

The recommendation to renew a charter for a subsequent five-year period is based on a comprehensive review of three domains:

1) Academic Success

- Trend, proficiency, growth, attendance and graduation

2) Organizational Compliance and Viability

- Mission, special education, English Language Learners, admissions and enrollment, student discipline, Board governance, personnel requirements, food and student health services, timely reporting

3) Financial Health and Sustainability

- Financial health, generally accepted standards of fiscal management



Renewal Overview

Each of the three domains is rated as Meets Standard, Approaches Standard or Does Not Meet Standard.

Academic success is a primary consideration for charter renewal; a charter school that does not meet the standard for academic success will be considered for nonrenewal regardless of ratings in the other two domains.

Organizational Compliance & Viability
Financial Health & Sustainability

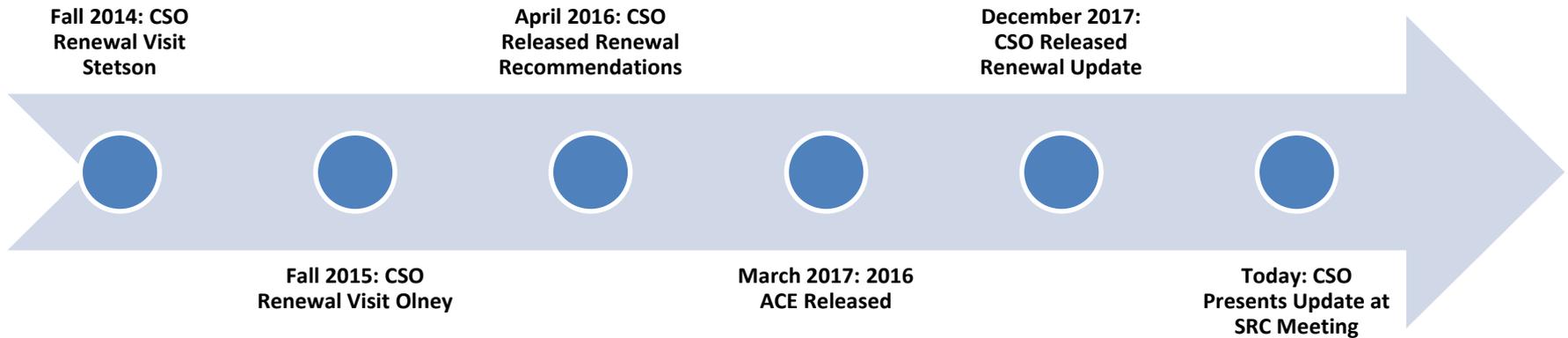
Academic Success

	Meets Standard	Approaches Standard	Does Not Meet Standard
Meets Standard	5-Year Renewal	5-Year Renewal with Conditions	Nonrenewal
Approaches Standard			
Does Not Meet Standard	Nonrenewal		



Timeline: John B. Stetson Charter School and Olney Charter High School

Renewal recommendations were originally presented at an SRC public action meeting in April 2016. The timeline below details key activities related to the renewal evaluation for these charter schools.



The following information reflects the Charter Schools Office’s original renewal evaluation and the recent performance trend in each of the three domains of the charter performance framework.

John B. Stetson Charter School (Renaissance)

Recommendation: *Nonrenewal*

Location: Kensington

Student Population: 891 students in grades 5-8
(2016-17SY)

	Stetson	District
Special Education	21%	16%
English Language Learners	24%	10%
Economically Disadvantaged	72%	62%

Mission: “To promote excellence by providing all students with an academically enriched curriculum, a clear sense of their cultural identity, and the skills and experiences to develop a strong commitment to social change within their community.”

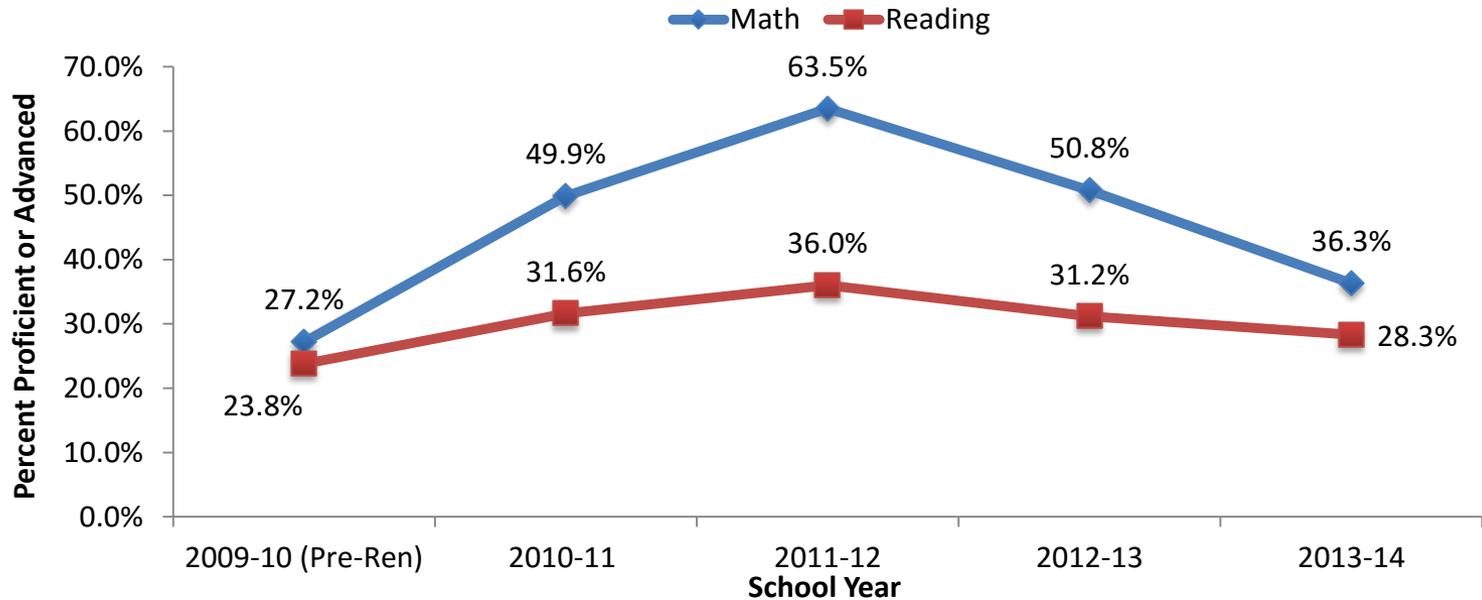
	Renewal Evaluation	Performance Trend
I. Academic Success	Approaches Standard	
II. Organizational Compliance and Viability	Does Not Meet Standard	
III. Financial Health and Sustainability	Does Not Meet Standard	

John B. Stetson Charter School

I. Academic Success (original renewal evaluation)

Trend	Does Not Meet Standard	<ul style="list-style-type: none"> Math outcomes increased by 36 percentage points and reading outcomes increased by 12 percentage points from pre-Renaissance averages to 2011-12. However, PSSA math and reading outcomes in 2013-14 were lower than those in 2010-11.
Proficiency	Approaches Standard	<ul style="list-style-type: none"> Math proficiency surpassed peer averages annually. Reading/ELA proficiency was higher in only 2 of 5 instances.

Stetson PSSA Proficiency Outcomes



John B. Stetson Charter School

I. Academic Success (original renewal evaluation)

Growth

**Meets
Standard**

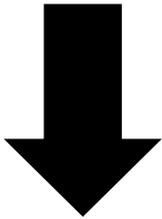
- Math and reading/ELA growth met or exceeded the standard in 7 of 8 instances during the charter term.

	Stetson Growth Outcomes	
School Year	Math	Reading/ELA
2011-12		
2012-13		
2013-14		
2014-15		

	Growth meets or exceeds PA standard.		Growth does not meet PA standard.
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John B. Stetson Charter School

I. Academic Success (performance update: 2014-15 through 2016-17SY)



- Proficiency exceeded SPR peer group average in no tested subject in the most recent three years; also did not meet or exceed District or charter averages
- Proficiency rates in all tested subjects lowest in 2016-17SY
- School met or exceeded the growth standard in tested subjects in only 3 of 6 instances in the most recent two years
- Rate of attendance and percentile rank amongst middle schools fell from 2014-15SY, attendance significantly below 50th percentile in most recent three years

**Note: All PSSA test scores in this period are after the change in the PSSA*

	2014-15	2015-16	2016-17
Math Proficiency	7.2%	2.8%	2.6%
ELA Proficiency	18.3%	15.2%	12.4%
Science Proficiency	8.7%	8.4%	3.9%
Math AGI (standard ≥ -1)		-7.07	1.71
ELA AGI (standard ≥ -1)		-0.98	3.14
Grade 8 Science AGI (standard ≥ -1)		-6.47	-2.80
Attendance (95% or more days)	35%	34%	33%

John B. Stetson Charter School

II. Organizational Compliance and Viability (original renewal evaluation)		
English Language Learners	Meets Standard	<ul style="list-style-type: none"> • Appears to implement fully compliant programming for ELL students.
Admissions	Does Not Meet Standard	<ul style="list-style-type: none"> • Application is lengthy and requests information beyond that allowable. • Policy noncompliant related to enrollment only from the catchment.
Board of Trustees	Does Not Meet Standard	<ul style="list-style-type: none"> • Not fully compliant with Bylaws, Sunshine Act or Statements of Financial Interest requirements throughout the charter term. • Current and former Treasurer did not have a financial background.
Required Submissions	Does Not Meet Standard	<ul style="list-style-type: none"> • Annual reports and audits were not completed timely throughout charter term, missed certain PSERS payments, and did not provide all documents as part of CSO monitoring calendar.
III. Financial Health and Sustainability (original renewal evaluation)		
Fiscal Management	Does Not Meet Standard	<ul style="list-style-type: none"> • Significant transactions between related parties without approval or supporting documentation. • School failed to remain financially independent regarding bank loans. • In FY15, the school was owed \$164,835 from ASPIRA and Stetson owed related parties \$31,397. • ASPIRA reported a deficit net position of (\$1,539,090) and owed related parties \$3,149,705 as of June 30, 2014. • Conflict of interest concerns regarding ASPIRA appointment of certain Board members.

¹Only those categories which either Meet Standard or Do Not Meet Standard are listed herein. Categories in which the school Approached Standard are detailed in the Renewal Recommendation Report.

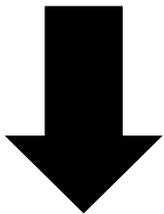
John B. Stetson Charter School

II. Organizational Compliance and Viability (performance update: 2015-16 through 2016-17SY)



- Categories rated Does Not Meet at the time of renewal (Student Enrollment, Board Governance and Timely Reporting) had some improvements, notably in Student Enrollment and Board Governance, but areas of non-compliance in these areas remain
- Whereas other areas have improved including food safety and teacher certification, new instances of non-compliance have occurred
- Statements of Financial Interest for CY2016 for Board members were not completed timely
- Notice of Deficiency issued to Stetson in July 2017 for Student Enrollment, concern remains for limited hours of registration access
- General education staff certification rate improved, however evidence that not all ESL and special education teachers were appropriately certified in 2016-2017
- Stetson did not submit its FY16 financial audit timely

III. Financial Health and Sustainability (performance update: 2015-16 through 2015-16SY)



- Stetson is a guarantor of mortgage loans in the amount of \$17,755,005 with balances due as of June 30, 2017 of \$12,509,189; both loans are in forbearance with lender
- Stetson's revenues are included as a security interest in two additional loans with combined balances of \$1,861,860 as of June 30, 2017
- None of the above guaranties or security interests are for the direct benefit of Stetson
- Stetson's financial health based on short-term and long-term metrics has declined since FY15, with exception of Total Margin, all metrics in FY17 lower
- During the same time, percent of total revenues paid to ASPIRA for management fees and services increased significantly; in FY17 Stetson paid 28% of revenues to ASPIRA for these

Olney Charter High School (Renaissance)

Recommendation: *Nonrenewal*

Location: Olney

Student Population: 1,790 students in grades 9-12
(2016-17SY)

	Olney	District
Special Education	26%	16%
English Language Learners	26%	10%
Economically Disadvantaged	52%	61%

Mission: “Committed to establishing and preserving an empowering, uniform, and supportive educational setting where rigorous teaching and learning is the foundation of high expectations for all.”

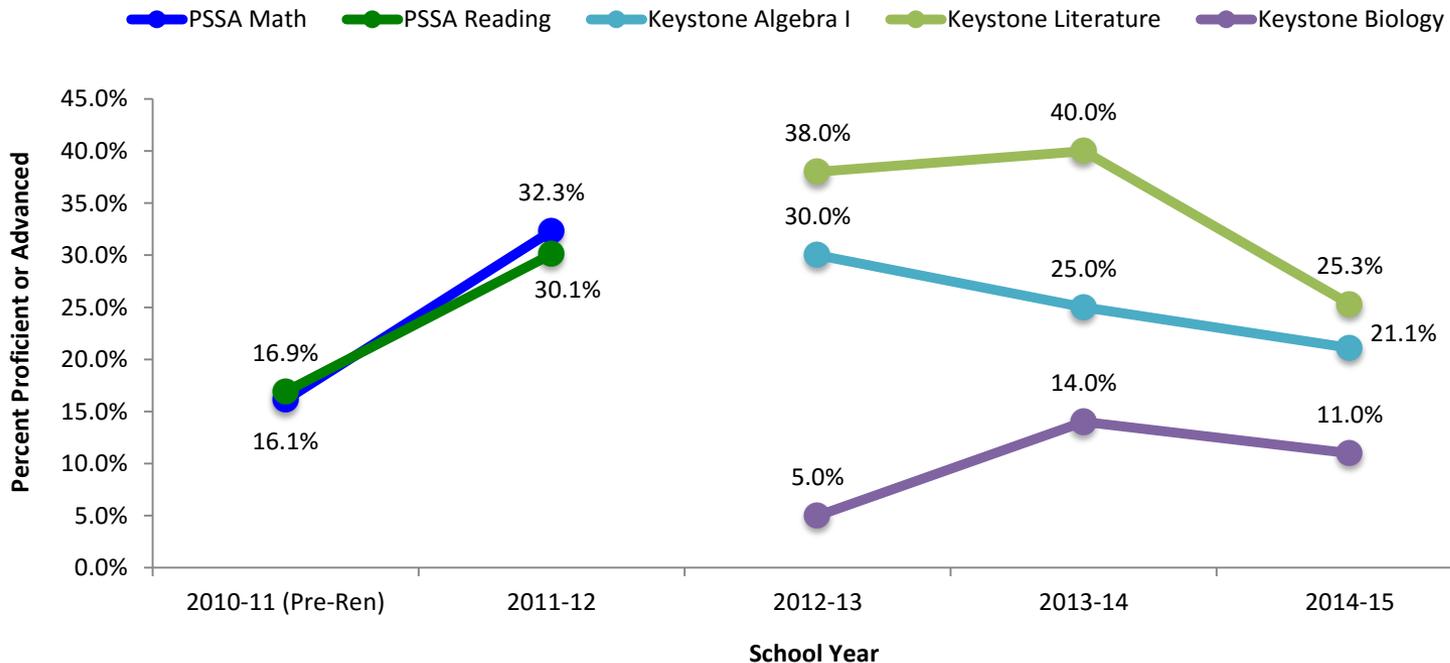
	Renewal Evaluation	Performance Trend
I. Academic Success	Approaches Standard	
II. Organizational Compliance and Viability	Does Not Meet Standard	
III. Financial Health and Sustainability	Does Not Meet Standard	

Olney Charter High School

I. Academic Success (original renewal evaluation)

Trend	Approaches Standard	<ul style="list-style-type: none"> PSSA outcomes increased in year one from pre-Renaissance averages in math and reading. Keystone Literature and Algebra I outcomes declined from 2012-13 to 2014-15. Keystone Biology only increased by 6 percentage points.
Proficiency	Meets Standard	<ul style="list-style-type: none"> Math/Algebra I, reading/Literature and Biology proficiency outcomes exceeded peer averages in 10 of 11 instances.

Olney Proficiency Outcomes



Olney Charter High School

I. Academic Success (original renewal evaluation)

Growth	Approaches Standard	<ul style="list-style-type: none"> The growth standard was met or exceeded in only 6 of 11 instances.
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School Year	Olney Growth Outcomes		
	Math/ Algebra I	Reading/ Literature	Biology
2011-12			
2012-13			
2013-14			
2014-15			

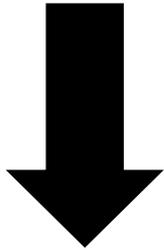
	Growth meets or exceeds PA standard.		Growth does not meet PA standard.
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I. Academic Success (original renewal evaluation)

Graduation	Does Not Meet Standard	<ul style="list-style-type: none"> Graduation rates declined 25 percentage points from 79% in 2011-12 to 53% in 2013-14 and were below peer averages in 2012-13 and 2013-14.
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Olney Charter High School

I. Academic Success (performance update: 2015-16 through 2016-17SY)



- Proficiency exceeded SPR peer group average in no tested subject in the most recent two years; also did not meet or exceed District or charter averages
- School met or exceeded the growth standard in only 1 of 6 instances in the most recent two years
- Rate of attendance and percentile rank amongst high schools fell from 2014-15SY; attendance significantly below 50th percentile in past two years
- Graduation rate increased 4.8 points yet below SPR peer group graduation rate in most recent three years

	2014-15	2015-16	2016-17
Algebra I Proficiency	21.1%	24.0%	16.5%
Literature Proficiency	25.3%	33.7%	20.5%
Biology Proficiency	11.0%	15.6%	7.4%
Algebra I AGI (standard ≥ -1)		-0.96	-1.11
Literature AGI (standard ≥ -1)		-9.05	-4.82
Biology AGI (standard ≥ -1)		-3.09	-2.67
Attendance (95% or more days)	18%	19%	15%
4-year Graduation Rate (SDP)	60.2%	65.4%	65.0%

Olney Charter High School

II. Organizational Compliance and Viability (original renewal evaluation)		
Board of Trustees	Does Not Meet Standard	<ul style="list-style-type: none"> • Not fully compliant with Bylaws, Sunshine Act or Statements of Financial Interest requirements throughout the charter term. • Current and former Treasurer did not have a financial background.
Personnel Requirements	Does Not Meet Standard	<ul style="list-style-type: none"> • School did not meet 100% HQT requirement throughout charter term. • Survey results and site visit focus groups noted teacher turnover as a significant challenge.
Required Submissions	Does Not Meet Standard	<ul style="list-style-type: none"> • Audited financial statements not completed timely throughout charter term, missed certain PSERS payments, and did not provide all documents as part of CSO monitoring calendar.
III. Financial Health and Sustainability (original renewal evaluation)		
Fiscal Management	Does Not Meet Standard	<ul style="list-style-type: none"> • Significant transactions between related parties without approval or supporting documentation. • School failed to remain financially independent regarding bank loans. • In FY15, the school was owed \$2.58 million from related parties, including \$2.52 million from ASPIRA. • ASPIRA reported a deficit net position of (\$1,539,090) and owed related parties \$3,149,705 as of June 30, 2014. • Conflict of interest concerns regarding ASPIRA appointment of certain Board members.

¹Only those categories which either Meet Standard or Do Not Meet Standard are listed herein. Categories in which the school Approached Standard are detailed in the Renewal Recommendation Report.

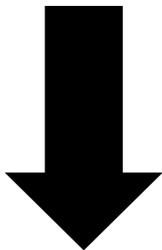
Olney Charter High School

II. Organizational Compliance and Viability (performance update: 2015-16 through 2016-17SY)



- Categories rated Does Not Meet at the time of renewal (Board Governance, Personnel and Timely Reporting) had some improvements, but areas of non-compliance remain
- Whereas other areas have improved including student enrollment and food safety, new instances of non-compliance have occurred
- Statements of Financial Interest for CY2016 for Board members were not completed timely
- Notice of Deficiency was issued to Olney in July 2017 for Special Education Staff Certification, Student Enrollment and ESL Program
- Not all special education instructors were appropriately certified in most recent two years; in 2016-2017 per 2017 Annual Report only 27 of 34 appropriately certified
- Olney did not submit its FY16 financial audit timely

III. Financial Health and Sustainability (performance update: 2015-16 through 2016-17SY)



- Olney is a guarantor of mortgage loans in the amount of \$17,755,005 with balances due as of June 30, 2017 of \$12,509,189; both loans are in forbearance with lender
- Olney's pupil revenues are included as a security interest in two additional loans with combined balances of \$1,861,860 as of June 30, 2017
- None of the above guaranties or security interests are for the direct benefit of Olney; Olney is a small tenant at one property, the rent payment is for more than debt service on the loan
- Olney's financial health based on short-term and long-term metrics has declined since FY15, with exception of Total Margin, all metrics in FY17 lower; as of June 30, 2017 Olney had 8 days cash on hand and a debt ratio of 1.09 both significantly below standard
- During the same time, percent of total revenues paid to ASPIRA for management fees and services increased significantly; in FY17 Olney paid 27% revenues to ASPIRA for these