Election of Board officersBOARD OF DIRECTORS
NOVATO CHARTER SCHOOL
(A California Non-Profit Public Benefit Corporation)
940 C Street, Novato, CA
April 13th,, 2022 6:00pm
REGULAR MEETING AGENDA

The Novato Charter School welcomes your participation at the School's Board of Director meetings. The purpose of a public meeting is to conduct the affairs of the school in public. This meeting will be by teleconference pursuant to Executive Orders N-25-20 and N-29-20.
The Board of Directors ("Board") and employees of the Novato Charter School shall meet via the Zoom meeting platform. Members of the public who wish to access this Board meeting may do so at:
https://nusd-org.zoom.us/j/89526399900?pwd=VzBKVWFFYnp2K3Z2ZWtTWWlxNEo4Zz09

Members of the public who wish to comment during the Board meeting may use the "raise hand" tool on the Zoom platform. Members of the public calling in will be given the opportunity to address the Board during the meeting. Individual comments will be limited to three (3) minutes. If an interpreter is needed for comments, they will be translated to English and the time limit shall be six (6) minutes. The Board may limit the total time for public comment to a reasonable time. The Board reserves the right to mute or remove a participant from the meeting if the participant unreasonably disrupts the Board meeting.

As discussed in Legal Update No. 15-2021 regarding recent amendments to the Brown Act and pursuant to AB 361, local public agencies in Marin County may proceed to hold virtual meetings after September 30, 2021 without holding a separate meeting to make a determination that meeting in person would present imminent danger.

Access to Board Materials: A copy of the written materials which will be submitted to the Board may be reviewed by any interested persons on The Novato Charter School's website along with this agenda following the posting of the agenda at least 72 hours in advance of this meeting.

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BOARD MEMBER CODE OF CONDUCT

We will demonstrate **respect** for each other and all school constituents through open communication and by practicing gratitude and appreciation. We will **collaborate** by honoring each member's unique point of view when working on the common goal of supporting the mission and vision of NCS.
We will align our actions to support the faculty and staff in their endeavor to provide a **holistic/developmentally** appropriate education through **creativity and the art of teaching**. We will hold ourselves and each other accountable to arrive at Board meetings prepared and in follow-through of additional responsibilities including committee work outside of meetings.

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● Stay focused on speaker and topic (do not engaging in distracting behavior/side conversations)
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AGENDA ITEM SPONSOR Approx. Time **1. Call Meeting to Order, Roll Call** Craig Allender 5 Min.

Board Member	Present Absent Late	Arrival time
Craig Allender, Chair (CA)		
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2. Agenda Modification Craig Allender 5 Min.

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OPEN SESSION

4. Consent Agenda Items Craig Allender 5 Min.

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A. Approve Minutes: March 9th, 2022
B. Approve IRS Form 990 and FTB Form 199
C. Approve 2022-2023 updated Board Meeting Calendar
D. Approve Adjusted School Calendar (One change to align NCS Spring Break with NUSD Spring Break the week of April 10th through 14th, 2023)

Moved By:							
Seconded By:							
Action:							

5. Board Discussion/Action Items

A. Injury and Illness Prevention Program Guidance Policy. *Staff Recommendation: Approve*

Moved By:							
Seconded By:							
Action:							

B. Sale of 125 Chromebook back to company-Attached Sale And Disposal of Books, Equipment and Supplies Policy for reference. *Staff Recommendation: Approve*

Moved By:							
Seconded By:							
Action:							

C. Review 504 Policy Flow Chart
D. Approve removal of personnel name from 504 Policy Document

Moved By:							
Seconded By:							
Action:							

E. 2022 Board Elections application reviews
F. May BOARD MEETING - IN PERSON OR VIA ZOOM Decide whether to have the board meeting on May 11th in person or through Zoom. *Staff Recommendation: Approve* return to meeting in person due to the reduction of covid-19 in the community.

Moved By:							
Seconded By:							
Action:							

6. Information Items: Administrative Reports

A. NCS-NUSD School Lunch Program 22-23 MOU
B. COVID Update
C. LCAP - California Healthy Kids Survey Results Review
    a. Family response results review
    b. Student response results review
D. Administrative Reorganization Review Task Force -Discuss Task Force to be convened and identify two NCS BOD trustees to participate.
E. Facilities and Safety update
    a. New Portable Update
    b. NBCC Project Update

CONVENE TO CLOSED SESSION

In accordance with the Brown Act, the Board may convene to closed session to discuss a narrow range of items for which the need for confidentiality takes precedence over the need for a transparent process. The public will be asked to leave the room while the Board is in closed session, and will be invited to return when the closed session has concluded. Prior to the Board convening to closed session, the public will be given the opportunity to comment on closed session agenda items. Following a closed session, there will be a report out in open session of any action taken by the Board.

1. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION – Executive Director – Government Code Section 54957**

RECONVENE TO OPEN SESSION

PUBLIC REPORT ON ACTION TAKEN IN CLOSED SESSION

Election of Board officersBOARD OF DIRECTORS
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7. Next Board Meeting 5 Min. Wednesday, May 11th, 2022 at 6pm

8. Comments from Board Members -
Please email future agenda items to nlloyd@nusd.org and callender@nusd.org 5 Min.

9. Adjournment
Agenda publicly posted on www.novatocharterschool.org by Friday, April 8th 2022 by Megan Bloom

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Passcode: 962202

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A. Approve Minutes: February 9th, 2022
B. Approve 2022-2023 Bell Schedule
C. Approve 2022-2023 Academic Calendar
D. Approve 2022-2023 Board Meeting Calendar
E. Approve 2022-2023 Instructional Minutes

Moved By:	Bridgette			
Seconded By:	Lia			
Action:	Craig - Y	Lia - Y	Dani - Y	Bridgette - Y

5. Board Discussion/Action Items

A. Second Interim / Budget Revise - *Staff Recommendation: Approve*

Moved By:	Bridgette			
Seconded By:	Lia			
Action:	Craig - Y	Lia - Y	Dani - Y	Bridgette - Y

John Azzizzi - Reviewed 2nd interim budget - revenues are tracking close to prior years. Salaries + Benefits have not changed outside adding counseling hours. Expecting to come in 14K under budget in this estimate - additional repairs costs. Should end the year with a reserve balance of 25% and expected to hold those reserve levels as is our goal. LCFF Funding - various bills are pending. ADA (average daily attendance) is at 259 - we are at 258 - another bill is pending to use enrollment versus ADA as base for funding. Year to date review of budget. Comment from public - disagrees with the LEA statement around SpecialEd

B. Auditor Selection- Re-approve CLA Auditor for 2021-2022 SY - *Staff Recommendation: Approve*

Moved By:	Lia			
Seconded By:	Dani			
Action:	Craig - Y	Lia - Y	Dani - Y	Bridgette - Y

John Azzizzi - the relationship with CLA is continuing

C. NCS 504 policy- *Staff Recommendation: Approve*

Moved By:	Lia			
Seconded By:	Bridgette			
Action:	Craig - Y	Lia - Y	Dani - Y	Bridgette - Y

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Board Discussion - safeguards that are listed to administrative review. Flow Chart shared for clarity. This decision is to approve a process - not the efficacy of the evaluation itself. Board discussion around clarity, timelines, evaluators, approval, language.
Public comment - comment that NUSD has more specific language in their policy. Request for information that is more clear, request that we review other small school/charter school 504 plans
Motion summarized - approve policy with the understanding that the flow chart will be a future added component that will be reviewed at the next board meeting.
Motion passed - subcommittee, Karina, Dani, Lia - to share out the flow chart

D. Overnight field trips for 6th, 7th and 8th grade - *Staff Recommendation: Approve*

Moved By:	Bridgette			
Seconded By:	Dani			
Action:	Craig - Y	Lia - Y	Dani - Y	Bridgette - Y

Board Discussion - 3rd, 4th and 5th grades are in discussions currently regarding field trips

E. April BOARD MEETING - IN PERSON OR VIA ZOOM Decide whether to have the board meeting on April 13th in person or through Zoom. *Staff Recommendation: Approve* For safety reasons, continue through Zoom.

Moved By:	Bridgette			
Seconded By:	Lia			
Action:	Craig - Y	Lia - Y	Dani - Y	Bridgette - Y

Board Discussion: will continue to look at this on a monthly basis with the hope that we get back to get in person

F. Injury and Illness Prevention Program Guidance Policy - First Reading

Megan Bloom - Did not previously have a policy, will be presented at the next board meeting for vote

6. Information Items: Administrative Reports

A. NUSD-NCS MOU 7/1/21-6/30/26 Discussion regarding Administrative Services

Nikki Lloyd - encourages the board to read the MOU with particular focus on items highlighted on the cover sheet (94-95 of the PDF Board Packet). Starting conversation regarding potential changes with how NUSD supports NCS (RE: support level and financial responsibility).

B. NCS Board Election
   a. Review trustee terms
   b. Review election timeline

Craig - identify board timeline. Reapplying for the board is a new election.

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C. COVID Update
   a. 3/7/22 Opening Campus for morning arrival and afternoon dismissal - All has gone well with opening campus back up
   b. 3/14/22 Mask Requirement Update - Masks will be optional at schools - but strongly recommended - NCS will communicate that to community. For updates you can always go to the Public Health Update (MCOE - Discussions with Public Health)

D. Form 700 Requirement from all NCS board members/NCS Admin - Discuss additional information
   a. Form 700 State amendment for each year link
   b. **Megan Bloom** - encourage us all to watch the video regarding the form 700 - Dan Miller is a contact who is very helpful.

E. Community Engagement
   a. Fun Committee - under the foundation with goal to be budget neutral
      i. 3/14 Pi Day - Nikki Lloyd and Marie-Louise Little are sponsors
   b. 3/19/22 Enchanted Garden
   c. 2/15/22 Review Community Round Table
   d. Dress Code Review NCS participation with NUSD - Middle schools students joined NUSD middle schoolers - came up with the thought exchange. Goals are to be gender neutral - support a learning work environment.
   e. Communication Study Review - Nikki reviewed a slideshow that Kenny pulled together with input from Teachers, Staff, Board and community.

F. Enrollment Update
   a. 3/9/22 Enrollment Update - we are currently fully enrolled

Grade	Total/target enrollment	Enrollment 3/9/2022	Seats available	Change from 2/9/22
TK	**22**	**22**	**0**	**0**
K	**28**	**28**	**0**	**0**
1	**28**	**28**	**0**	**0**
2	**28**	**28**	**0**	**0**
3	**28**	**28**	**0**	**0**
4	**28**	**28**	**0**	**0**
5	**28**	**28**	**0**	**0**
6	**26**	**25**	**1**	**0**
7	**26**	**27**	**-1**	**0**
8	**26**	**26**	**0**	**0**

Totals	**268**	**268**	**0**	**0**

b. 3/2/2022 Review Admissions Lottery
   i. Total applicants - 170
   ii. Starting 2023, window for application submission will be extended from first Monday in February to first Monday in March - Made this change due to less paperwork being involved

G. Administrative Reorganization Review Task Force -Discuss Task Force to be convened and identify two NCS BOD trustees to participate. Bridgette and Craig volunteered to be a part of the Task Force. Will review and report back in next meeting with guidelines on timing.

H. Facilities and Safety update
   a. New Portable Update - still on target to get our portable delivered by tentative delivery date of June 12, 2022
   b. NBCC Project Update - They are still waiting on permits and approvals from the state - will continue to check in for exact timelines.

7.Next Board Meeting 5 Min. Wednesday, April 13th , 2022 at 6pm

8. Comments from Board Members -

Please email future agenda items to nlloyd@nusd.org and callender@nusd.org 5 Min.

9. Adjournment

Agenda publicly posted on www.novatocharterschool.org on Friday, March 4th 2022 by Megan Bloom

Meeting adjourned at 9:33 pm PT

Novato Charter School

2022-2023

Board of Directors

Craig Allender

Erik Berkowitz

Bridgette Corridan

Lia Heath

Dani Harmon

Board Meeting Schedule

August 10, 2022

September 14, 2022

October 19, 2022

November 9, 2022

December 14, 2022

February 8, 2023

March 8, 2023

April 5, 2023

May 10, 2023

June 7, 2023

2022-2023 SCHOOL YEAR CALENDAR

July 2022

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022

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25	26	27	28	29	30	

October 2022

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2	3	4	5	6	7	8
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022

S	M	T	W	T	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

78 Student Intructions Days in 1st Semester

All School Events

Aug. 13, 2022	Gratitude Day
Aug. 15, 2022	First Day of School
Aug. 16, 2022	Giants 6:45pm
	Back to School Night
Oct.	Fall Festival
Oct 31-4	Parent/Teacher Conf
Nov. 18, 2022	Grandparents day
Dec. 26-Jan. 8, 2023	Winter Spiral
Feb. 17	Assembly
March	Enchanted Graden
March 24	Spanish Assembly
March 29-31	Parent/Teacher Conf
April	8th Grade Project Ni
May	Spring Festival
June 8, 2023	Assembly/8th Grade
June 8, 2023	Last Day of School

School Holidays

Sept. 5, 2022	Labor Day
Oct. 3-7, 2022	Fall Break
Nov. 11, 2022	Observe Veteran's D
Nov 21-25,2022	Thanksgiving Break
Dec. 19-Jan. 2, 2022	Winter Recess
Jan. 16, 2023	Martin Luther King D
Feb. 20, 2023	President's Day
Feb. 20-24, 2023	Mid Winter Break
April 3-7, 2023	Spring Break
May. 29, 2023	Memorial Day

Minimum Days

Aug 15-20, 2022	Jan 13, 2023
Sept. 2, 2022	Feb. 17, 2023
Sept 30, 2022	March 29-31, 2023
Oct. 31-4, 2022	May 26, 2023
Nov. 18, 2022	June 5-8, 2023
Dec. 23, 2022	

NCS Board Meetings

Aug. 10, 2022	Feb. 8, 2023
Sept. 14, 2022	Mar. 8, 2023
Oct. 19, 2022	April 5, 2023
Nov. 9, 2022	May 10, 2023
Dec. 14, 2022	June 7, 2023

Regular Board meetings 6 pm

January 2023

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023

S	M	T	W	T	F	S
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26	27	28				

March 2023

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26	27	28	29	30	31	

April 2023

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23	24	25	26	27	28	29
30						

May 2023

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

102 Student Instruction Days in 2nd Semester

Approved by board: 3/9/2

4/7/22

NOVATO CHARTER SCHOOL
940 "C" Street, Novato, CA 94949
Ph: 415-883-4254 | Fax: 415-883-1859
www.novatocharterschool.org

TO
NCS Board of Directors

FROM
Nikki Lloyd, Executive Director
Megan Bloom, Administrative Manager
DATE
3/19/2022

RE
Injury and Illness Prevention Program Guidance Policy

Board Priority/Goal

1. Safety of Students and Staff

Objective
To approve NCS Injury Illness Prevention Plan Board Policy-Draft

Background
Schools are required to have and update an IIPP for the safety and well being of students and staff.

Funding Source/Cost
NA

Recommendation
NCS Administration Recommends Adoption

Supporting Documents
Injury Illness Prevention Plan

Legal References
https://www.safeatworkca.com/safety-articles/what-is-an-iipp/

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Injury and Illness Prevention Program Guidance

Under California law, all employers must provide and maintain a safe and healthful workplace for employees. To effectuate this requirement, each employer must have a written, effective Injury and Illness Prevention Program ("IIPP") in place. The mandatory contents of the IIPP are identified in Title 7 of the California Code of Regulations.

California's Department of Industrial Relations, Division of Occupational Safety & Health ("DOSH") is the agency charged with enforcing workplace health and safety laws. It also provides a comprehensive on-line guide to developing a workplace IIPP and offers free consultative services by Cal/OSHA staff for developing or improving upon an existing IIPP. These consultants do not assess fines or penalties and do not inform the DOSH of their work with employers.

The general website for the DOSH may be found at: http://www.dir.ca.gov/dosh/dosh1.html.

The website for the guide to develop a workplace IIPP may be found at: http://www.dir.ca.gov/dosh/dosh_publications/iipp.html.

The DOSH also provides a host of other workplace safety publications addressing various issues that may be of assistance to charter schools generally. These include topics relating to bloodborne pathogens, ergonomics, janitor safety work issues, among many others. All publications may be downloaded from the DOSH publication page found at: http://www.dir.ca.gov/dosh/PubOrder.asp.

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Injury & Illness Prevention Program

Novato Charter School

2022

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Novato Charter School

INJURY AND ILLNESS PREVENTION PROGRAM

POLICY STATEMENT

It is the policy of Novato Charter School to provide a safe and healthful workplace. Every employee is responsible for the safety of himself/herself as well as others in the workplace. To achieve our goal of maintaining a safe workplace, everyone must be safety conscious at all times. In compliance with California law and to promote the concept of a safe workplace, Novato Charter School maintains an injury and illness prevention program. The injury and illness prevention program is available for review by employees and/or employee representatives in the office.

ELEMENTS OF INJURY AND ILLNESS PREVENTION PROGRAM

This IIPP includes all of the following elements consistent with 8 CCR§3203 and other applicable Cal/OSHA standards:

Injury and Illness Prevention Program Requirements: This IIPP includes all of the following minimum elements consistent with the injury and illness prevention standard:

1. Identification of the **responsible person(s)**.
2. A system to **communicate** safety with employees.
3. A method to enforce **compliance** with safety rules.
4. How workplace **hazards are identified**.
5. How workplace **hazards are abated**.
6. **Accident investigation**.
7. Safety **training**.
8. **Recordkeeping** consistent with applicable requirements.

RESPONSIBILITY

Adoption: This Injury and Illness Prevention Program is hereby approved and supersedes any previous program that has been in effect since July 1, 1991.

Person responsible for implementing this injury and illness prevention program:

Megan Bloom

Other persons may assist the above-named person as designated by management or the responsible person.

Senior Management

No program is successful without the commitment and participation of senior management. Senior management must set safety policy and provide leadership by participation, example, and demonstrating interest in the program.

The responsibilities of senior management are:

- Develop policy
- Allocate adequate resources
- Ensure responsibility
- Review and evaluate results

Responsible Person

The duties of the responsible person are:

- Advise senior management on safety and health policy issues.
- Maintain current information on local, state, and federal safety and health regulations.
- Act as a liaison with government agencies.
- Schedule and conduct regular safety meetings with all employees.
- Establish and/or review methods and procedures for correcting unsafe and unhealthy conditions and work practices.
- Correct unsafe and unhealthy work practices in a timely manner and document those corrections on provided forms.
- Ensure that employees receive training on general safe and healthful work practices for the company and specific safe and healthful work practices for each of their job assignments.

- Ensure that there is a procedure for communicating to employees in an understandable manner the company's safety and health rules and procedures.
- Ensure the establishment of accident and investigation procedures, including the maintenance of injury and illness records.
- Ensure compliance with safe and healthful work practices.
- Ensure that records on training, inspections, and corrective measures are properly maintained as required by this program.

Supervisors

Supervisors are responsible for ensuring that employees know and abide by the company's policies and procedures on safety. They are expected to do everything within their control to assure a safe workplace in their area.

The responsibilities of the supervisor are:

- Ensure that each subordinate is able to and understands how to complete each assigned task safely.
- Advise the program administrator of training needs of subordinates
- Make sure equipment and machines are in safe operating condition.
- Ascertain that subordinates follow safe work practices and health regulations.
- Correct unsafe and unhealthful conditions within their power.
- Investigate accidents to discover causes and identifying corrective action to prevent future occurrences.
- Conduct periodic inspections of their work areas according to the appropriate inspection checklist.

Employees

No program is successful without the participation of employees.

The responsibilities of the employee are:

- Follow all rules, regulations, and procedures set forth in the safety manual.
- Report any injury or loss immediately to the supervisor.
- Promote a positive attitude about safety and never perform any unsafe practice that could place the employee or others in danger.
- Report all hazardous conditions and unsafe work practices to the supervisor.

COMMUNICATION

Policy and Responsibility: Novato Charter School recognizes that open, two-way communication between management and staff on health and safety issues is essential to an injury-free, productive workplace. Communications are implemented through safety meetings, anonymous notification procedures, and safety postings.

The person responsible for the IIPP shall assure that effective employee communications are maintained through the following methods:

- Explanation of the IIPP and its procedures.
- Description of any new hazards that have been introduced or identified through inspection or investigation of injuries, illnesses or accidents.
- Consideration of employee suggestions and questions (including anonymous ones) and a response provided.

The following system of communication is designed to facilitate a continuous flow of safety and health information between management and staff in a form readily understandable:

1. New employee orientation will include a review of this Injury and Illness Prevention Program and a discussion of policies and procedures that the employee is expected to follow.

2. From time to time, the company will post and/or distribute written safety notifications. Employees should check company bulletin boards regularly for such postings.

3. Safety-related memos and documents are to be read promptly. Questions about the meaning or implementation of this information should be directed to the supervisor.

4. All employees are encouraged to inform their supervisor or program administrator or other designee of any matter which they perceive to be a workplace hazard and/or a potential workplace hazard. Employees are also encouraged to make safety suggestions and safety training suggestions.

5. No employee shall be retaliated against for reporting hazards or potential hazards or for making suggestions related to safety.

6. All suggestions will be reviewed by the program administrator or designee, who will initiate an investigation of each report of a hazard, potential hazard or safety suggestion.

Documentation of Safety Communications: Each instance of employee communication is documented. The documentation includes the following:

- Safety meetings are documented through a sign-in sheet.

- Written employee suggestions or questions are maintained on file along with the response, including information on how the response was provided to employees.

COMPLIANCE

Employee Compliance: All employees are responsible for using safe work practices, for following all directives, policies and procedures, and for assisting in maintaining a safe work environment. If non-compliance is observed, the following disciplinary measures will be used as appropriate to assure future compliance. The method used should be selected based on the gravity of the violation and the frequency of such violation and be administered according to progressive discipline employee relations policies:

- Private counseling by the person responsible for implementing the IIPP or a designee;
- Loss of incentives, negative effect on performance evaluation and similar personnel actions;
- A written warning or warnings; and
- Suspension or termination.

Documentation of Safety Communications and Enforcement: Actions taken to enforce compliance with safe work practices in cases that exceed verbal counseling will be documented in the employee's personnel record by the person responsible for the IIPP.

WORKPLACE HAZARD
EVALUATION AND ABATEMENT

Hazard control is the heart of an effective IIPP program. The company's hazard control goal is to identify hazards that exist or develop in the workplace, describe how to correct those hazards, and initiate steps to prevent their recurrence.

Identification of Hazards: This IIPP's system to identify safety and health hazards includes using information from Cal/OSHA standards and other relevant material in this program to discover any potential hazards in the workplace. In addition, potential hazards may be identified by reviewing causes of injury and illness (*OSHA Log 300* and *Worker's Compensation Employer's Report of Occupational Injury or Illness,* also known as the "Employer's First Report"), periodic scheduled inspections of the workplace, investigating injuries, illnesses and accidents, and considering information provided by employees.

Prevention of Hazards: Compliance with any applicable Cal/OSHA standard will be assured to address hazards covered by such standards. In addition, any unsafe or unhealthy condition or work practice that is discovered will be corrected in a timely manner based on the following:

If the hazard discovered may cause a serious injury or illness, it shall be corrected immediately or employees removed from the area, source of exposure, or unsafe piece of equipment.
If the hazard is one that is easily abated, it shall be corrected immediately.
Other hazards shall be corrected in a timely manner.

Documentation of Hazard Identification and Abatement: Facility inspection checklists shall be used to document hazard identification as well as abatement steps (for example, noting the corrective action taken). Actions taken may include, but are not limited to:

- Fixing or replacing defective equipment
- Implementing safer procedures
- Installing guards or modifying equipment
- Employee training
- Posting warning notices

All such actions taken and the dates they are completed shall be documented on the appropriate forms.

PERIODIC SCHEDULED INSPECTIONS

Responsibility and Frequency of Inspections: Periodic scheduled inspections of the workplace are conducted by, or under the direction of, the person responsible for implementing the IIPP at the following frequency: MONTHLY.

In addition, whenever information indicates that a previously unrecognized hazard may be present or the introduction of a new substance, process, procedure or equipment is recognized to present a new safety hazard, the area in which the suspected hazard is present will be inspected promptly.

Documentation of Inspections: Inspection forms will be completed by the inspector for each inspection, noting the area inspected, person or persons conducting the inspection, findings and any deficiencies noted. Correction of deficiencies shall be accomplished according to applicable standards and indicated on the inspection form.

ACCIDENT INVESTIGATION

Policy and Responsibility: The purpose of an accident investigation is to find the cause of an accident and prevent further occurrences - not to assign blame. Any injuries, illnesses or accidents will be investigated to determine if any preventable safety or health hazard contributed to the occurrence. The person responsible for implementing the IIPP or a designee will conduct the investigation in a timely manner after being advised of the incident. Any hazardous condition or work practice that contributed to the injury, illness or accident will be abated according to applicable standards.

If a reportable serious injury or death occurs, the responsible person will report such within *8 hours* via telephone or fax to the nearest Cal/OSHA office (CCR Title 8 §342).

Documentation of Investigation: Each investigation of an injury, illness or accident will be documented to indicate information about the incident, the investigator's finding, whether a workplace hazard contributed to the incident, how the hazard will be abated, and the investigator. The investigation will be documented using the "*Accident Investigation Report."*

Following are suggested investigation techniques:

1. Visit the accident scene as soon as possible.
2. If possible, interview the injured worker at the scene and "walk through" a mock re-enactment.
3. All interviews should be conducted as privately as possible. Interview witnesses one at a time. Talk with everyone who has knowledge of the accident, even if they did NOT actually witness it.
4. Document details graphically. Use sketches, diagrams, and photos as needed, and take measurements when appropriate.
5. Focus on CAUSES and HAZARDS. Develop an analysis of WHAT HAPPENED, HOW IT HAPPENED, AND HOW IT COULD HAVE BEEN PREVENTED. Determine what caused the accident itself, not just the injury.
6. Every investigation should include an action plan. How will you prevent such accidents in the future?
7. If a third party or defective product contributed to the accident, save any evidence. It could be critical to the recovery of claims costs.
8. Consider tagging our and shutting off any equipment involved in an accident, and placing barriers around the site of the accident until the investigation is completed and the equipment is considered safe.
9. Do not allow anyone to touch or remove anything from the scene until the inspection is complete.
10. If necessary, consider placing an employee to stand guard over the area so that nobody tampers with potential evidence.

SAFETY TRAINING

Policy and Responsibility: Training is essential to maximizing the skills and knowledge of employees. Employees will be provided training in safe work practices and the prevention of injuries and illnesses:

- When the IIPP is first established;
- When a new employee is hired, prior to exposure to any potential hazards; or
- When a new hazard is identified.

The person responsible for implementing the IIPP or a designee is responsible for assuring the employee training is provided and documented. Supervisors and other employees may be designated to assist in providing training.

Supervisor Responsibility: The supervisor is recognized as the essential link in this training process. Supervisors are expected to know how to perform a designated job in a safe manner and to be able to recognize safety and health hazards facing employees under their immediate supervision. They are expected to assess the training needs of those employees and to give them specific instructions regarding hazards unique to any job assignment.

Documentation of Training: Training is documented in the following manner:

- Each employee's personnel records contain a form that indicates the status of the employee's training. The form indicates that IIPP training was provided and when training was received for new hazards, new assignments or to meet refresher training requirements.
- Training sessions will be documented with a sign-in sheet that indicates the date, subject of training, trainer, and attendees. This form will be used to update the individual employee training record.

RECORDKEEPING AND POSTING REQUIREMENTS

Policy and Responsibility for IIPP Recordkeeping: Records that document implementation of the IIPP will be maintained by the person responsible for the program. The following records will be maintained for the period indicated, at a minimum:

- The Written IIPP…….Indefinitely
- OSHA Log 300 Forms……5 Years
- Inspection Forms…….1 Year
- Investigation Forms…….1 Year
- Employee Training Forms:
  - Personnel Records……Duration of Employment
  - Training Sign-up Sheets…….1 Year
- Records Relating to Employee Communication and Enforcement:
  - Safety Meeting Sign-in Sheets……3 Years
  - Employee Suggestion/Question and Responses……..3 Years
  - Disciplinary Action……..3 Years
- All Other Safety Records……..3 Years
- Employer Exposure Records (Subject to §3204)…….30 Years
- Medical Records (Subject to §3204)……Duration of Employment + 30 Years

Poster Policy: It is the policy of this employer that all posters required by federal and state occupational safety and health and labor laws and regulations will be posted in the workplace.

MAINTAINING THE INJURY AND ILLNESS PREVENTION PROGRAM

Reviewing and Updating the IIPP: This IIPP will be periodically reviewed by the person responsible for implementing it. This person shall verify effective implementation of each element of the program, make any changes needed and communicate program status and changes to management and to affected employees.

New Employees: Each new employee hired will be subject to the IIPP. Each employee transferred to a new job will be trained in the safety aspects of the new assignment. The person responsible for implementation will assure that each new employee is included in the IIPP and will provide training on any provisions applicable to the new or any transferring employee's position.

Novato Charter School
Sale And Disposal of Books, Equipment and Supplies

The NCS Board recognizes its fiscal responsibility to maximize the use of school equipment, supplies, instructional materials, and other personal property while providing up-to-date resources that facilitate student learning and effective school operations. When the Board, upon recommendation of the Administration or designee declares any school-owned property unusable, obsolete, or no longer needed, the Board, shall decide whether the property will be donated, sold, or disposed of by one of the methods prescribed in law and administrative regulation.

The Board shall approve the price and terms of any sale or lease of school property. If the Board members who are in attendance at a meeting unanimously agree that the property, whether one or more items, does not exceed $2,500 in value, the property may be sold or donated. If the Board members who are in attendance at a meeting unanimously find that the value of the property is insufficient to defray the costs of arranging a sale, the property may be donated to a charitable organization deemed appropriate by the Board or may be disposed of in the local public dump.

Instructional materials shall be considered obsolete or unusable by the school if they have been replaced by more recent editions or new materials selected by the Board, are not aligned with the school's academic standards or course of study, and have no foreseeable value in other instructional areas. Such materials may be sold or donated if they continue to serve educational purposes that would benefit others outside the school. Instructional materials are not appropriate for sale or donation if they meet any of the following criteria:

1. Contain information rendered inaccurate or incomplete by new research or technologies

2. Contain demeaning, stereotyping, or patronizing references to any group of persons protected against discrimination by law or Board policy

3. Are damaged beyond use or repair

Adopted: 6/9/2020

Amended:

NOVATO UNIFIED SCHOOL DISTRICT

DISPOSAL REQUEST: BOOKS / EQUIPMENT

PROCESS: COMPLETE FORM→ BUSINESS→ BOARD MEETING→ APPROVED COPY TO SITE→ P/U WORK ORDER BY OFFICE MGR

A. SCHOOL SITE / DEPARTMENT: Novato Charter School

B. ITEM IDENTIFICATION: (If multiple books or items, please attach a complete list (word or excel)

QUANTITY	FULL DESCRIPTION (serial # if applicable)	NUSD #	ESTIMATED AGE	ESTIMATED VALUE
110	Lenovo Think pads 11E Chrome		2 years plus	$ 3,000
				$
				$
				$
				$

C. LOCATION: (where item(s) can be picked up) STS will send packing supplies and carrier

D. CONDITION: *(check one)* ☐ STILL USEABLE ☐ NEEDS REPAIR ☐ BEYOND REPAIR

E. REASON FOR REQUEST:

Purchased Chromebooks in 2020 for long term remote learning. We were aware they would be obsolete in June 2022.This was only affortable option. We arranged buy back with purchare agent.

F. RECOMMENTATION FOR DISPOSAL: *(check one)*

BOOKS / INSTRUCTIONAL MATERIALS

- ☐ RECYCLE *(Damaged Materials Only)*
- ☐ DONATE
  - Follett Educational Services
  - Academic Book Services
  - Novato Library
  - OTHER: _____

EQUIPMENT

- ☐ RECYCLE
- ☐ DISPOSE
- ☐ KEEP FOR PARTS
- ☐ DONATE *(see below)*
- ☒ SELL *(see below)*

G. INDIVIDUALS INTERESTED IN THE ABOVE EQUIPMENT:

NAME	EMAIL ADDRESS	PHONE
STS Education	jeremy.gilbert@stseducation-us.com	

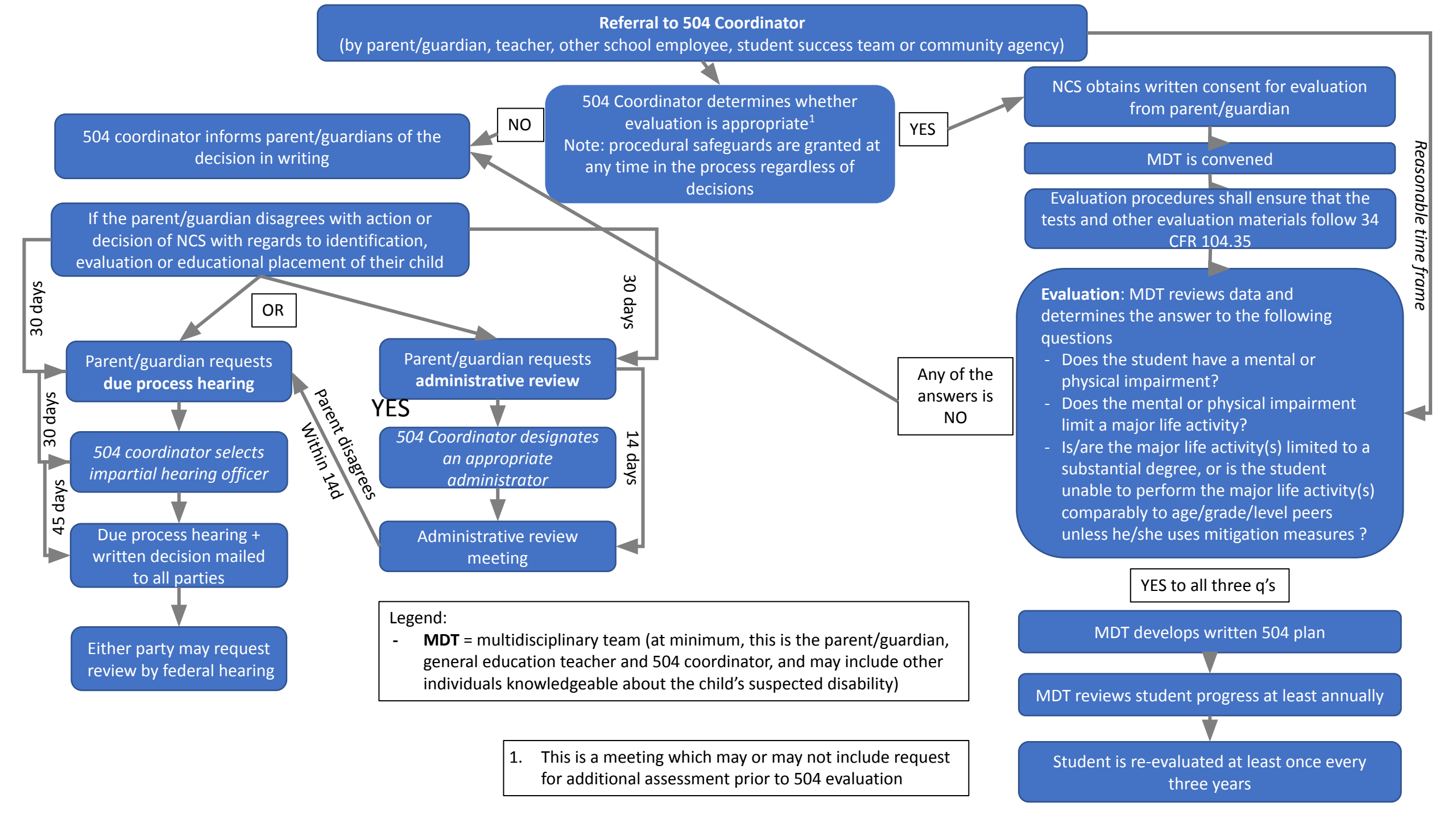
_____ _____

Site Administrator / Department Head Date

DISPOSE OF AS FOLLOWS:

☐ RECYCLE ☐ DISPOSE ☐ SELL ☐ KEEP FOR PARTS ☐ DONATE: _____

Board Approval: _____


Referral to 504 Coordinator
(by parent/guardian, teacher, other school employee, student success team or community agency)
504 Coordinator determines whether evaluation is appropriate[1]
Note: procedural safeguards are granted at any time in the process regardless of decisions
NO
YES
504 coordinator informs parent/guardians of the decision in writing
NCS obtains written consent for evaluation from parent/guardian
MDT is convened
Evaluation procedures shall ensure that the tests and other evaluation materials follow 34 CFR 104.35
Reasonable time frame
Evaluation: MDT reviews data and determines the answer to the following questions
- Does the student have a mental or physical impairment?
- Does the mental or physical impairment limit a major life activity?
- Is/are the major life activity(s) limited to a substantial degree, or is the student unable to perform the major life activity(s) comparably to age/grade/level peers unless he/she uses mitigation measures ?
Any of the answers is NO
YES to all three q's
MDT develops written 504 plan
MDT reviews student progress at least annually
Student is re-evaluated at least once every three years
If the parent/guardian disagrees with action or decision of NCS with regards to identification, evaluation or educational placement of their child
30 days
OR
30 days
Parent/guardian requests due process hearing
Parent/guardian requests administrative review
YES
30 days
45 days
14 days
Parent disagrees Within 14d
504 coordinator selects impartial hearing officer
504 Coordinator designates an appropriate administrator
Due process hearing + written decision mailed to all parties
Administrative review meeting
Either party may request review by federal hearing
Legend:
- MDT = multidisciplinary team (at minimum, this is the parent/guardian, general education teacher and 504 coordinator, and may include other individuals knowledgeable about the child's suspected disability)
1. This is a meeting which may or may not include request for additional assessment prior to 504 evaluation

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Novato Charter School
Section 504 Education Administration Policy, Identification And Education

The Governing Board believes that all children, including children with disabilities, should have the opportunity to learn in a safe and nurturing environment. The Executive Director or designee shall work to identify children with disabilities who attend the Novato Charter School in order to ensure that they receive educational and related services required by law.

The Executive Director or designee shall provide qualified students with disabilities with a free appropriate public education (FAPE), as defined under Section 504 of the federal Rehabilitation Act of 1973. Such students shall receive regular or special education and related aids and services designed to meet their individual educational needs as adequately as the needs of students without disabilities are met. (34 CFR 104.33)

In addition, qualified students with disabilities shall be provided an equal opportunity to participate in programs and activities that are integral components of the Novato Charter School's basic education program, including, but not limited to, extracurricular athletics, interscholastic sports, and/or other nonacademic activities. (34 CFR 104.37)

The Novato Charter School's local control and accountability plan shall include goals and specific actions to improve student achievement and other outcomes of students with disabilities. At least annually, the Executive Director or designee shall assess the Novato Charter School's progress in attaining the goals established for all students and shall report these results to the Board. (Education Code 52052, 52060)

In providing services to students with disabilities under Section 504, the Executive Director or designee shall ensure Novato Charter School compliance with law, including providing the students and their parents/guardians with applicable procedural safeguards and required notifications. Any dispute as to the identification, evaluation, or placement of any student with a disability shall be resolved in accordance with the processes specified in the "Procedural Safeguards" section of the accompanying administrative regulation.

The Executive Director or designee shall maintain a list of impartial hearing officers who are qualified and willing to conduct Section 504 hearings. To ensure impartiality, such officers shall not be employed by or under contract with the Novato Charter School in any other capacity except as a hearing officer and shall not have any professional or personal involvement that would affect their impartiality or objectivity in the matter.

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Regulation 6164.6: Identification And Education Under Section 504

The Executive Director designates the following position as the Novato Charter School's 504 Coordinator to implement the requirements of Section 504 of the federal Rehabilitation Act of 1973: (34 CFR 104.7)

Name: ~~Karina Haedo, Assistant Director~~

940 C Street

Novato, CA, 94949

(415) 883-4254

Definitions

For the purpose of implementing Section 504, the following terms and phrases shall have only the meanings specified below:

Free appropriate public education (FAPE) means the provision of regular or special education and related aids and services designed to meet the individual educational needs of a student with disabilities as adequately as the needs of students without disabilities are met, at no cost to the student or his/her parent/guardian except when a fee is specifically authorized by law for all students. (34 CFR 104.33)

Student with a disability means a student who has a physical or mental impairment which substantially limits one or more major life activities. (28 CFR 35.108)

Physical impairment means any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more body systems, such as neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genito-urinary, immune, hemic, lymphatic, skin, and endocrine. (28 CFR 35.108)

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Mental impairment means any mental or psychological disorder, such as intellectual disability, organic brain syndrome, emotional or mental illness, and specific learning disability. (28 CFR 35.108)

Substantially limits major life activities means limiting a person's ability to perform functions, as compared to most people in the general population, such as caring for himself/herself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, writing, communicating, and working. Major life activities also includes major bodily functions such as functions of the immune system, special sense organs and skin, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, cardiovascular, endocrine, hemic, lymphatic, musculoskeletal, and reproductive functions, as well as the operation of an individual organ within a body system. The determination of whether an impairment substantially limits a student's major life activities shall be made without regard to the ameliorative effects of mitigating measures other than ordinary eyeglasses or contact lenses. Mitigating measures are measures that an individual may use to eliminate or reduce the effects of an impairment, including, but not limited to, medications, medical supplies or equipment, prosthetic devices, assistive devices, reasonable modifications or auxiliary aids or services, learned behavioral or adaptive neurological modifications, psychotherapy, behavioral therapy, or physical therapy. (42 USC 12102; 28 CFR 35.108)

Referral, Identification, and Evaluation

Any action or decision to be taken by the Novato Charter School involving the referral, identification, or evaluation of a student with disabilities shall be in accordance with the following procedures:

1. A parent/guardian, teacher, other school employee, student success team, or community agency may refer a student to the principal or 504 Coordinator for identification as a student with a disability under Section 504.

2. Upon receipt of any such referral, the Executive Director, 504 Coordinator, or other qualified individual with expertise in the area of the student's suspected disability shall consider the referral and determine whether an evaluation is appropriate. This

determination shall be based on a review of the student's school records, including those

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in academic and nonacademic areas of the school program; consultation with the student's teacher(s), other professionals, and the parent/guardian, as appropriate; and analysis of the student's needs.

3.If it is determined that an evaluation is unnecessary, the Executive Director or 504 Coordinator shall inform the parents/guardians in writing of this decision and of the procedural safeguards available, as described in the "Procedural Safeguards" section below.

4.If the student needs or is believed to need special education or related services under Section 504, the Novato Charter School shall conduct an evaluation of the student prior to his/her initial placement. (34 CFR 104.35)

Prior to conducting an initial evaluation of a student for eligibility under Section 504, the Novato Charter School shall obtain written parent/guardian consent.

The Novato Charter School's evaluation procedures shall ensure that the tests and other evaluation materials: (34 CFR 104.35)

a. Have been validated and are administered by trained personnel in conformance with the instruction provided by the test publishers

b. Are tailored to assess specific areas of educational need and are not merely designed to provide a single general intelligence quotient

c. Reflect the student's aptitude or achievement or whatever else the tests purport to measure rather than his/her impaired sensory, manual, or speaking skills, except where those skills are the factors that the tests purport to measure

Section 504 Services Plan and Placement

Services and placement decisions for students with disabilities shall be determined as follows:

1. A multidisciplinary 504 team shall be convened to review the evaluation data in order to make placement decisions.

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The 504 team shall consist of a group of persons knowledgeable about the student, the meaning of the evaluation data, and the placement options. (34 CFR 104.35)

In interpreting evaluation data and making placement decisions, the team shall draw upon information from a variety of sources, including aptitude and achievement tests, teacher recommendations, physical condition, social or cultural background, and adaptive behavior. The team shall also ensure that information obtained from all such sources is documented and carefully considered and that the placement decision is made in conformity with 34 CFR 104.34. (34 CFR 104.35)

2.If, upon evaluation, a student is determined to be eligible for services under Section 504, the team shall meet to develop a written 504 services plan which shall specify the types of regular or special education services, accommodations, and supplementary aids and services necessary to ensure that the student receives FAPE.

3.The parents/guardians shall be invited to participate in the meeting and shall be given an opportunity to examine all relevant records.

4.If the 504 team determines that no services are necessary for the student, the record of the team's meeting shall reflect whether or not the student has been identified as a person with a disability under Section 504 and shall state the basis for the determination that no special services are presently needed. The student's parent/guardian shall be informed in writing of his/her rights and procedural safeguards, as described in the "Procedural Safeguards" section below.

5.The student shall be placed in the regular educational environment, unless the Charter School can demonstrate that the education of the student in the regular environment with the use of supplementary aids and services cannot be achieved satisfactorily. The student shall be educated with those who are not disabled to the maximum extent appropriate to his/her individual needs. (34 CFR 104.34)

6.The Novato Charter School shall complete the identification, evaluation, and placement process within a reasonable time frame. The Novato Charter School shall adhere to this time frame regardless of any extended school breaks or times that school is otherwise not in session.

7. A copy of the student's Section 504 services plan shall be kept in his/her student record. The student's teacher(s) and any other staff who provide services to the student shall be informed of the plan's requirements.

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Review and Reevaluation

The 504 team shall monitor the progress of the student and, at least annually, shall review the effectiveness of the student's Section 504 services plan to determine whether the services are appropriate and necessary and whether the student's needs are being met as adequately as the needs of students without disabilities are met. In addition, each student with a disability under Section 504 shall be reevaluated at least once every three years.

A reevaluation of the student's needs shall be conducted before any subsequent significant change in placement. (34 CFR 104.35)

Procedural Safeguards

The Executive Director or designee shall notify the parents/guardians of students with disabilities of all actions and decisions by the Novato Charter School regarding the identification, evaluation, or educational placement of their children. He/she also shall notify the parents/guardians of all the procedural safeguards available to them if they disagree with the Novato Charter School's action or decision, including an opportunity to examine all relevant records and an impartial hearing before a hearing officer chosen by the Novato Charter School in which they shall have the right to participate. (34 CFR 104.36)

If a parent/guardian disagrees with any Novato Charter School action or decision regarding the identification, evaluation, or educational placement of his/her child under Section 504, he/she may request a Section 504 due process hearing within 30 days of that action or decision.

Prior to requesting a Section 504 due process hearing, the parent/guardian may, at his/her discretion, but within 30 days of the Novato Charter School's action or decision, request an administrative review of the action or decision. The Coordinator shall designate an appropriate administrator to meet with the parent/guardian to attempt to resolve the issue and the

administrative review shall be held within 14 days of receiving the parent/guardian's request. If the parent/guardian is not satisfied with the resolution of the issue, or if the parent/guardian did not request an administrative review, he/she may request a Section 504 due process hearing.

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A Section 504 due process hearing shall be conducted in accordance with the following procedures:

1.The parent/guardian shall submit a written request to the Coordinator within 30 days of receiving the Novato Charter School's decision or, if an administrative review is held, within 14 days of the completion of the review. The request for the due process hearing shall include:

a.The specific nature of the decision with which he/she disagrees

b.The specific relief he/she seeks

c. Any other information he/she believes is pertinent to resolving the disagreement

2.Within 30 days of receiving the parent/guardian's request, the Executive Director or designee and 504 Coordinator shall select an impartial hearing officer. This 30-day deadline may be extended for good cause or by mutual agreement of the parties.

3.Within 45 days of the selection of the hearing officer, the Section 504 due process hearing shall be conducted and a written decision mailed to all parties. This 45-day deadline may be extended for good cause or by mutual agreement of the parties.

4.The parties to the hearing shall be afforded the right to:

a.Be accompanied and advised by legal counsel and by individuals with special knowledge or training related to the problems of students with disabilities under Section 504

b. Present written and oral evidence

c. Question and cross-examine witnesses

d.Receive written findings by the hearing officer stating the decision and explaining the reasons for the decision

If desired, either party may seek a review of the hearing officer's decision by a federal court of

competent jurisdiction.

Notifications

The Executive Director or designee shall ensure that the Novato Charter School has taken appropriate steps to notify students and parents/guardians of the Novato Charter School's duty under Section 504. (34 CFR 104.32)

MEMORANDUM OF UNDERSTANDING BETWEEN
NOVATO UNIFIED SCHOOL DISTRICT AND
NOVATO CHARTER SCHOOL

This operational Memorandum of Understanding ("Agreement") is entered for the school year 2022-2023 Between Novato Unified School District (NUSD) and the Novato Charter School (NCS) for the National School Lunch Program at NCS.

The parties agree to the following:

NUSD Food Service Department will provide the National School Lunch Program (NSLP) for Breakfast and lunch at the Novato Charter School.

NUSD Food Service Department will administer the NSLP through USDA and in compliance with the California Universal Meals requirement. The meals provided will be delivered to Novato Charter school daily.

NUSD will maintain the Health Department certificate to provide food to NCS.

Monthly menus are sent to the NCS office to be reviewed and made available to NCS community.

Annual Admin charge $16,000 payed from Novato Charter School to Novato Unified Food Service Department Fund 13. Payed at the start of each school in August.

<u>NUSD will also provide:</u>

- Point-of-service meal counts
- Management of the free and reduced price (F/RP) meal Process
- Verification process
- Payment of any over claims identified during reviews or audits
- Performing edit checks
- Meal counting and claiming responsibility

No further revisions to this MOU are needed at this time and this MOU is valid until revised.

Lois Standring, Assistant Superintendent
Business Services, NUSD

2/9/2022
Nikki Lloyd
Novato Charter School Director

Cody Williams NUSD Director of FANS

Annual Admin charge justification

NUSD fund 13 Annual Charges for NSLP at Novato Charter School

- Time spent **each month:**
- Menus 2.5 Hr
- Ordering 2.5 Hrs
- processing aps/maintaining their DC eligibility 2.5 Hrs
- Mailings/communication with families
- Class roster maintenance
- Staff delivery of food 1 Hr day
- Mosaic site annual fee for NCS Program that houses your class rosters and free and reduce lists and tracks daily participation etc.
- Point-of-service meal counts
- Management of the free and reduced price (F/RP) meal Process
- Verification process
- Payment of any over claims identified during reviews or audits
- Performing edit checks
- Meal counting and claiming responsibility

Food cost and site labor & meal counting in POS included in the reimbursement rate daily.

Annual Admin charge $16,000 payed from Novato Charter School to Novato Unified Food Service Department Fund 13. Payed at the start of each school in August.

Student and Parent Survey Results 2021-22

Surveys

- California Healthy Kids Survey for Elementary School - Grades 5 and 6
- California Healthy Kids Survey for Middle School - Grades 7 and 8
- California School Parent Survey

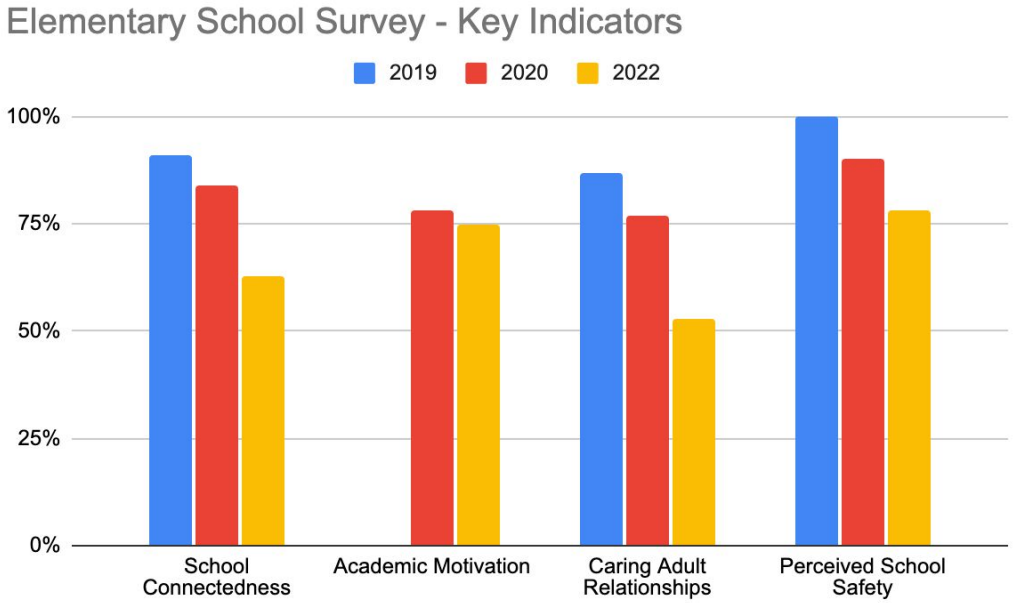
Use Caution When Interpreting this Data

Please use caution when interpreting this data. We will not receive our School Climate Report Cards until the end of June 2022. These reports will show how NCS survey results compare with other schools in California. They will also show more accurate year-to-year comparisons for each data point.

Elementary School Survey - Key Indicators

School connectedness	63%
Academic motivation	75%
Caring adults in school	53%
Feel safe at school	78%
Rule Clarity	68%
Students Well Behaved	55%
Mental Health Wellness	54%

Elementary School Survey - Comparison with Previous Years

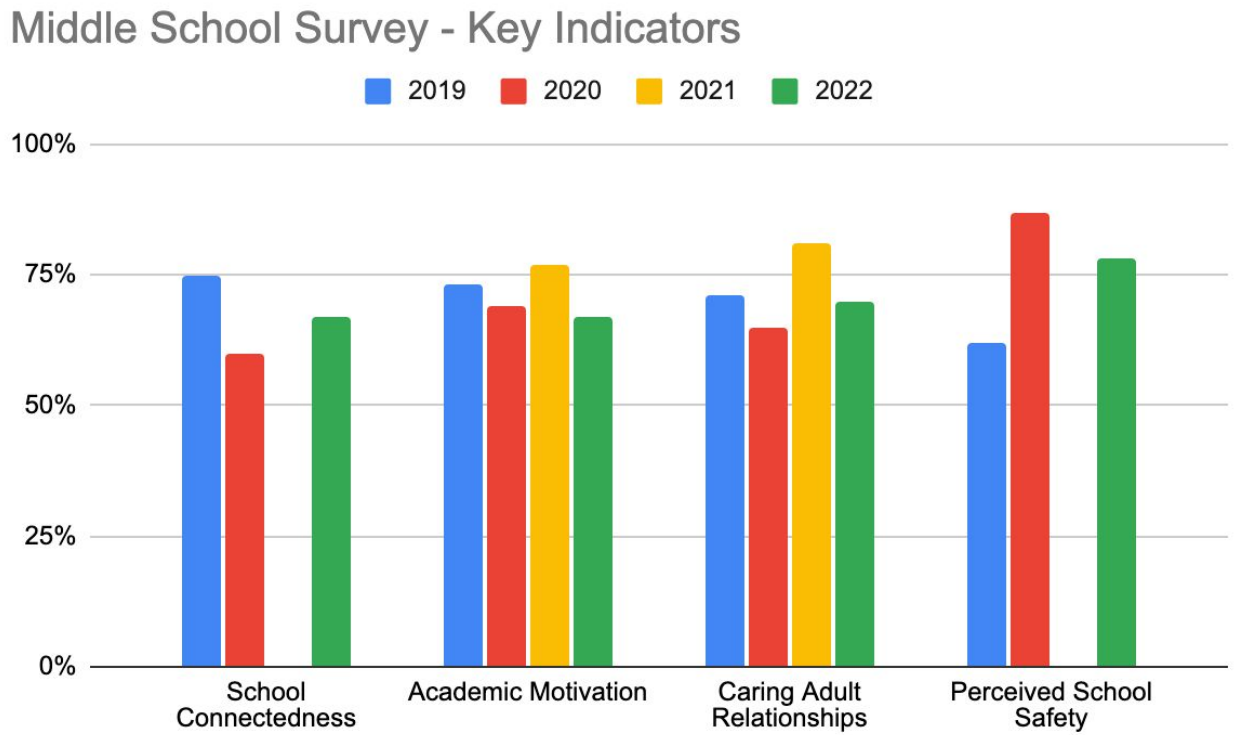


Note: 2020 data was taken pre-covid. There is no 2021 data.

Middle School Survey - Key Indicators

School connectedness	67%
Academic motivation	69%
Caring adults in school	70%
Feel safe at school	78%
Experienced any harassment or bullying	29%
Social emotional distress	29%
Life satisfaction	68%

Middle School Survey - Comparison with Previous Years



Parent Survey - Key Indicators

Promotion of parental involvement 45%

Parental involvement in school 60%

School actively seeks the input of parents 45%

Student learning environment 46%

School is a safe place for my child 64%

School enforces school rules equally 44%

School treats all students with respect 57%

School has clean and well-maintained facilities/properties 40%