



**Director's Report
Presented to the GPA Board of Directors
June 23, 2020**

Budget/Layoffs Update

Currently our state and country are in the midst of a financial crisis due to the global pandemic. Back in April, schools were told to prepare for a financial crisis in public education in the state of California. GPA prepared for a wide range of scenarios for cuts to our funding. Without knowing how deep the cuts would go, we planned with our students first, in an attempt to ensure that we have the finances to remain open for the years to come.

At our January finance committee meeting, the possibility of layoffs was a part of the ongoing discussion. The global pandemic only added to the previous budget concerns. We are anticipating increased costs and decreased revenues in many areas:

- Mandatory increases to CalSTRS and CalPERS in 2022-23 (increasing to 18.1% for STRS and 25.5% for PERS)
- Increasing risk management insurance costs (estimated 30% increase in 2020-21)
- Large increases to distance learning/hybrid learning expenses (computers and Internet access for students and staff)
- Health and safety equipment for any on-campus learning/activities, etc.
- Likely funding deferrals due to decreased tax revenues at state level beginning as early as June 2020
- Declining enrollment

This pandemic has created a state funding crisis that will likely result in deep cuts to Local Control Funding Formula funds, as well as state grants that support our current programs, that could last for several years.

As we initially prepared for the years to come, we took the following steps to balance our budget; closing the positions of those teachers and staff members who resigned, non-renewal of contracts that have expired, closing of vacant positions, and returning credentialed non-teaching staff to classroom positions. These cuts alone did not balance our budget.

In order to balance the budget over the next three years and maintain our reserve to help the school survive fiscally in the face of ongoing, multi-year deferrals, GPA sent layoff notices to 26 of our 75 certificated staff (35%) and 12 of our 66 classified staff (18%). This discrepancy between classified and certificated staff layoffs is in part a result of GPA closing classified staff positions for the past several years in anticipation of continued budgetary concerns, as well as the ongoing need for specialized staff to maintain business and school operations. The teachers who received notices were spread across departments and were identified based on seniority. Although this is a difficult time for GPA, we are committed to remaining physically open to serve the needs of our students and community. GPA has maintained a significantly higher adult to student ratio than is funded by the state in past years. In 2019-2020, 70 teachers and Education Specialists taught 1,350 students, a 19:1 student to teacher ratio. Our proposed cuts to the 2020-2021 school year will increase that ratio to 28:1, 43 teachers and Education Specialists and a projected 1,215 students.

As a charter school, we risk the possibility of school closure if we cannot maintain a balanced budget with a minimum reserve. Although we currently have a healthy reserve (savings), the proposed 3-year budget projections may require additional cuts in the coming years as our reserve will be fully depleted by 2023/2024.

Given the ever-changing guidance and information from the state, GPA is prepared to adjust and modify our budget accordingly throughout the coming months as we continue through these unprecedented times.

Campus Safety Update

During the closure, GPA has taken steps to make sure that the campus is safe and secure. We have hired a security service to provide 24-hour monitoring of the site. Custodial staff has been trained and continues to receive training around proper sanitizing and disinfecting practices in response to COVID-19. GPA has begun ordering the necessary Personal Protective Equipment, social distancing and face covering signage, and cleaning/sanitizing products that will be needed to protect against further exposure to the coronavirus. In addition, GPA will be purchasing electrostatic sprayers which will allow us to more effectively and quickly disinfect and sanitize all surfaces to protect against pathogens, including coronavirus and influenza. We are continuing to monitor updates and recommendations for cleaning, sanitizing, and disinfecting in response to COVID-19.

Continuity of Learning Plan Update

Our Continuity of Learning plan took into consideration the needs of staff and students during the emergency closure from COVID19. It was designed to offer personalized, individualized instruction during a global pandemic. Our plan honored safety first, thinking

of our students, their families, and our staff. GPA provided students with access to enrichment packets for their classes before school closed on March 13th. School leaders provided hard copies throughout the weekend following the closure for any students who missed receiving them prior to leaving school that Friday. Those who did not get hard copies also had access to each packet online.

Every student was assigned a one-on-one weekly tutor to support their continued learning. First with a focus on the social and emotional well-being of students, and second focusing on their work on each packet and additional assignments. If a student had internet issues, tutors worked over the phone to support. The intent was to ensure students and their families had personal access to GPA staff tutors, and to continued learning. We understood from the onset of this emergency situation that access issues would in turn cause equity issues in regards to internet resources, so we determined the safest plan was to engage with our students 1:1 for their continued learning. If that meant using the phone in order to support the student and their family, then that was what we did. Having internet resources is also not a guarantee for learning, therefore our plan for individualized tutors was at a higher level of accountability than an online distance learning only model.

We implemented a “Continuity of Learning” spreadsheet for staff to share weekly input on how each individual student was doing. This spreadsheet allowed for our leadership team and our counselors to consistently review which students may need additional resources. Counselors reached out to those students and their families regularly. Our plan received praise from staff, students, and families, and we are continuing to receive feedback that we will use in future distance learning plans as we reflect on what works and what doesn’t moving forward in this pandemic.

Virtual Graduation Update

Friday, June 19th, 137 seniors graduated from Gompers Preparatory Academy. With the ongoing pandemic hindering our traditional graduation festivities, GPA staff were challenged to be even more creative than usual in planning a celebration to honor this significant milestone for our graduates and their families. Plans shifted from an in person graduation to a virtual graduation, themed- “A Whole New World.” There was no shortage of pomp and circumstance. Each senior received a graduation swag box delivered to their home by GPA support staff, which included the graduation cap and gown, their honor cords, an alumni t-shirt, a gift certificate for a free yearbook and their hard earned high school diploma.

One advantage to having a virtual graduation was our ability to bring in speakers and performers from across the nation. Broadway actors, recording artists and American Idol

contestants greeted and serenaded the seniors with messages and songs of inspiration. The keynote speaker, Miguel Aldrete Jr., challenged, encouraged and inspired the seniors about their next chapter. The virtual graduation was highlighted with personal messages conveyed by the graduates, and inspirational speeches from the two valedictorians and our salutatorian.

Student Achievements and Events

The Office of Athletics recognized two seniors, Jacqueline L. and Joaquin L., as the 2019-2020 Student-Athletes of the Year. Each year the Office of Athletics recognizes two students who demonstrate success both academically and athletically. Both students finished their high school career with high academic GPAs and exemplified the REACH values in all that they did.

WingSpan College and Career Center Update

College Acceptance Data

4 Year College Acceptances			
Year	Class Size	Total	%
Class of 2012	71	34	48
Class of 2013	82	45	54
Class of 2014	91	56	62
Class of 2015	100	82	82
Class of 2016	123	111	90
Class of 2017	113	99	88
Class of 2018	138	103	75
Class of 2019	120	89	74
Class of 2020	137	105	76

College Acceptances Detailed				
University	Class of 2017	Class of 2018	Class of 2019	Class of 2020

UC San Diego	51	44	35	24
UC Los Angeles	11	5	7	4
UC Berkeley	6	2	9	6
SDSU	45	38	47	41

UCSD Chancellor Associate Scholars Program [CASP] Recipients		
Graduating Class	CASP Recipients	Total Admitted
Class of 2013	5	5
Class of 2014	10	10
Class of 2015	20	20
Class of 2016	44	45
Class of 2017	45	51
Class of 2018	41	44
Class of 2019	33	35
Class of 2020	21	24

WASC Update

The WASC Self Study visit scheduled for April 20-22, 2020 was postponed due to the school closure and will now take place in October, 2020. Updates to the WASC Self Study document that include our “Continuity of Learning” plan during school closure will be sent to WASC prior to the visit this fall.

Collective Bargaining Update

GPA continues to meet with the SDEA to work toward a Collective Bargaining Agreement. Bargaining meetings resumed in May/June. We anticipate bargaining to continue through the summer months as we work with SDEA on proposals/articles that will best represent GPA.