

**Students**

**Integrity**

**Fiscal Responsibility**

**Learning**

**People**

**Teamwork**

**Commitment**

**Accountability**

**High Standards**



# **Four Corners Charter School**

**BOARD OF DIRECTORS' MEETING  
September 4, 2012**





## FOUR CORNERS CHARTER SCHOOL, INC. BOARD MEETING

Tuesday, September 4, 2012

### Agenda

#### CALL TO ORDER

#### ACTION ITEMS FOR APPROVAL

- I. Open For Public Comment
- II. Minutes from July 26, 2012 Meetings Page 3
- III. FCCS, Inc. FY13 Final Budget Page 5
- IV. FCCS FY12 Year End Budget Page 7
- V. FCCS FY12 Financial Summary Page 13
- VI. Out of field Waivers Page 17
- VII. Election of Parent Facilitator Page 18
- VIII. Approval of School Policies

#### INFORMATIONAL

- IX. Update status of Roof/HVAC project at FCCS
- X. School Report Page 19
- XI. Copy Machine Comparison Page 21
- XII. Parent Survey Results Page 24
- XIII. Staff Survey Results Page 32
- XIV. FCAT Results
- XV. Adjournment

◀ *Next Meeting: To Be Determined* ▶

# MEETING MINUTES

**Name of Foundation:** Four Corners Charter School, Inc.  
**Board Meeting:** July 26, 2012

**School(s):** Four Corners Charter School

*The minutes of Sunshine Law meetings need not be verbatim transcripts of the meeting. These minutes are a brief summary of the events of the meeting.*

Date:	Start	End	Next Meeting:	Next time:	Prepared by:
07.26.2012	2:04 p.m.	02:45 p.m.	TBD	TBD	F.Gazmuri
<b>Meeting Location:</b>					
Osceola School District, 817 Bill Beck Blvd., Kissimmee, FL					

<b>Attended by:</b>	
Barbara Horn, Chairperson Cindy Hartig, Director Tod Howard, Director Julius Melendez, Director  Absent: Jim Miller, Director	Mike Essik, Director of Financial Planning & Analysis, CSUSA Rob Vilardi, Sr. Financial Analyst, CSUSA Mary Vecchione, Governing Board Liaison, CSUSA Fernanda Gazmuri, Governing Board Liaison, CSUSA Dan Cappola, Facilities, CSUSA Frank Johns, Assistant Director Facilities, CSUSA Gary Sermershein, Osceola School District Migdalia Mercado, Osceola School District Larry Brown, Attorney, FCCS, Inc.
<b>Highlights:</b>	

## **CALL TO ORDER**

Pursuant to public notice, the meeting commenced at 2:04 p.m. with a Call to Order by Madam Chair Horn. Roll call was taken and quorum was established.

### **I. APPROVAL OF MINUTES**

Madam Chair Horn asked the Board to review the minutes from the July 26, 2012 Governing Board meetings and note any corrections or modifications. The minutes stand.

**Motion made by Ms. Melendez with a second by Ms. Hartig to approve the July 26, 2012 Governing Board minutes for Four Corners Charter School, Inc. The motion was approved -0 (1 absent).**

### **II. FCCS Financials**

#### FCCS FY13 Final Budget

- Mr. Essik reviewed the FY13 Final Budget for FCCS.
- The Budget Summary for FY13 is projected to be: Total Revenues, \$6,558,103; total expenses \$6,878,086 and a deficit of (\$319,983).
- Enrollment for FY13 budget is expected to be 1060 students.
- Mr. Essik summarized the revenue, expenditures by area, and capital expenditures.

**Motion made by Ms. Hartig with a second by Mr. Melendez to approve the FY13 Final Budget for FCCS. The motion was approved 4-0 (1 absent).**

### **III. Amended and Restated By-Laws**

- Mr. Brown presented a Final amended & Restated by-laws for FCCS, Inc. The Board requested Ms. Melendez attest the signature and for Ms. Gazmuri to advise the correct Resolution number.
- Mr. Brown will provide three executed copies

**Motion made by Ms. Hartig with a second by Mr. Melendez to approve the Final Amended & Restated By-Laws for FCCS. The motion was approved 4-0 (1 absent).**

#### **IV. Open Forum**

- It was recommended that future Board meetings be held on the same day as the Osceola County School Board Meetings.

**Motion made to adjourn the FCCS, Inc. Governing Board meeting. The motion was approved unanimously.**

\_\_\_\_\_  
Barbara Horn, Chairman

Date: \_\_\_\_\_

2013 Final Budget

**OSCEOLA COUNTY COMPONENT UNIT**  
**Four Corners Charter School, Inc.**  
 June 30, 2013

	OF1	General Fund				
		Function	Budget Amounts			%
			2011-2012	2012-2013	Difference	
			UFTE	1,062.51	1,060.33	
<b>REVENUES</b>						
Federal Direct	3100			0		
Federal Through State & Local	3200			0		
State Sources	3300	5,902,835	5,974,021	71,185	1.21%	
Local Sources	3400	900	900	0	0.00%	
<b>Total Revenues</b>		5,903,735	5,974,921	71,185	1.21%	
<b>EXPENDITURES</b>						
Current:						
Instruction	5000	4,277,416	4,351,209	73,793	1.73%	
Pupil Personnel Services	6100			0		
Instructional Media Services	6200			0		
Instruction and Curriculum Development Services	6300			0		
Instructional Staff Training Services	6400			0		
Instruction Related Technology	6500			0		
Board	7100	8,550	8,550	0	0.00%	
Administration Fees:				0		
District Holdback Fee	7201	27,491	28,171	679	2.47%	
Charter Holder	7202			0		
Management Company	7203	698,122	713,502	15,380	2.20%	
Other	7204			0		
School Administration	7300			0		
Facilities Acquisition and Construction	7400	3,318,311	1,129,269	(2,189,043)	-65.97%	
Fiscal Services	7500			0		
Food Services	7600			0		
Central Services	7700			0		
Pupil Transportation Services	7800			0		
Operation of Plant	7900			0		
Maintenance of Plant	8100			0		
Administrative Technology Services	8200			0		
Community Services	9100			0		
Debt Service: (Function 9200)				0		
Retirement of Principal	710			0		
Interest	720			0		
Dues, Fees and Issuance Costs	730			0		
Miscellaneous Expenditures	790			0		
Capital Outlay:				0		
Facilities Acquisition and Construction	7420			0		
Other Capital Outlay	9300			0		
<b>Total Expenditures</b>		8,329,890	6,230,701	(2,099,190)	-59.57%	
Excess (Deficiency) of Revenues Over (Under) Expenditures		(2,426,155)	(255,780)	2,170,375	-58.36%	
<b>OTHER FINANCING SOURCES (USES)</b>						
Loans Incurred	3720			0		
Proceeds from the Sale of Capital Assets	3730			0		
Loss Recoveries	3740			0		
Proceeds of Forward Supply Contract	3760			0		
Special Facilities Construction Advances	3770			0		
Transfers In	3600	378,025	398,130	20,105	5.32%	
Transfers Out	9700			0		
<b>Total Other Financing Sources (Uses)</b>		378,025	398,130	20,105	5.32%	
<b>SPECIAL ITEMS</b>						
				0		
<b>EXTRAORDINARY ITEMS</b>						
Net Change in Fund Balances		(2,048,130)	142,350	2,190,480	-106.95%	
Fund Balance - Beginning of Year	2800	3,434,696	1,386,566	(2,048,130)	-59.63%	
Adjustment to Fund Balance	2891			0		
Fund Balance - End of Year	2700	1,386,566	1,528,916	142,350	10.27%	

2013 Final Budget

**OSCEOLA COUNTY COMPONENT UNIT**  
**Four Corners Charter School, Inc.**  
 June 30, 2013

	OF3	Capital Outlay			
		Function	Budget Amounts		
		UFTE	2011-2012	2012-2013	Difference
<b>REVENUES</b>					
Federal Direct	3100			0	
Federal Through State & Local	3200			0	
State Sources	3300	378,025	398,130	20,105	5.32%
Local Sources	3400			0	
<b>Total Revenues</b>		378,025	398,130	20,105	5.32%
<b>EXPENDITURES</b>					
Current:					
Instruction	5000			0	
Pupil Personnel Services	6100			0	
Instructional Media Services	6200			0	
Instruction and Curriculum Development Services	6300			0	
Instructional Staff Training Services	6400			0	
Instruction Related Technology	6500			0	
Board	7100			0	
Administration Fees:				0	
District Holdback Fee	7201			0	
Charter Holder	7202			0	
Management Company	7203			0	
Other	7204			0	
School Administration	7300			0	
Facilities Acquisition and Construction	7410			0	
Fiscal Services	7500			0	
Food Services	7600			0	
Central Services	7700			0	
Pupil Transportation Services	7800			0	
Operation of Plant	7900			0	
Maintenance of Plant	8100			0	
Administrative Technology Services	8200			0	
Community Services	9100			0	
Debt Service: (Function 9200)				0	
Retirement of Principal	710			0	
Interest	720			0	
Dues, Fees and Issuance Costs	730			0	
Miscellaneous Expenditures	790			0	
Capital Outlay:				0	
Facilities Acquisition and Construction	7420			0	
Other Capital Outlay	9300			0	
<b>Total Expenditures</b>		0	0	0	
Excess (Deficiency) of Revenues Over (Under) Expenditures		378,025	398,130	20,105	5.32%
<b>OTHER FINANCING SOURCES (USES)</b>					
Loans Incurred	3720			0	
Proceeds from the Sale of Capital Assets	3730			0	
Loss Recoveries	3740			0	
Proceeds of Forward Supply Contract	3760			0	
Special Facilities Construction Advances	3770			0	
Transfers In	3600			0	
Transfers Out	9700	(378,025)	(398,130)	20,105	-5.32%
<b>Total Other Financing Sources (Uses)</b>		(378,025)	(398,130)	20,105	-5.32%
<b>SPECIAL ITEMS</b>					
<b>EXTRAORDINARY ITEMS</b>					
Net Change in Fund Balances		0	0	0	
Fund Balance - Beginning of Year	2800	0	0	0	
Adjustment to Fund Balance	2891				
Fund Balance - End of Year	2700	0	0	0	

**The School District of Osceola County**

**Charter School**

**Projected Revenues & Expenditures**

**Cover Sheet**

**2011-2012**

**0863**

**School Name:** Four Corners Charter School

**Charter Holder's Name:** Four Corners Charter School

**Board Chairman's Printed Name:** \_\_\_\_\_

**Board Chairman's Signature:** \_\_\_\_\_

**Date Board Approved:** \_\_\_\_\_

**Contact Name:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Email Address:** \_\_\_\_\_

OSCEOLA COUNTY CHARTER SCHOOL Four Corners Charter School Revenues & Expenditures		All Fund Types		
		Budget	Actual	Variance
		2011-2012 1050 UFTE	2011-2012 1060 UFTE	2011-2012 10 UFTE
Function				
<b>REVENUES</b>				
Federal Direct	3100	0.00	0.00	0.00
Federal Through State & Local	3200	46,266.00	133,138.60	86,872.60
State Sources	3300	6,279,791.27	6,234,594.20	(45,197.07)
Local Sources	3400	133,500.00	152,649.65	19,149.65
<b>Total Revenues</b>		6,459,557.27	6,520,382.45	60,825.18
<b>EXPENDITURES</b>				
Current:				
Instruction	5000	3,156,694.02	3,201,415.70	(44,721.68)
Pupil Personnel Services	6100	98,853.19	56,714.43	42,138.76
Instructional Media Services	6200	2,075.00	1,380.64	694.36
Instruction and Curriculum Development Services	6300	0.00	0.00	0.00
Instructional Staff Training Services	6400	4,049.99	3,367.58	682.41
Instruction Related Technology	6500	314,740.44	191,166.15	123,574.29
Board	7100	0.00	0.00	0.00
General Administration	7200	724,602.28	747,150.12	(22,547.84)
School Administration	7300	358,362.62	357,702.99	659.63
Facilities Acquisition and Construction	7400	0.00	0.00	0.00
Fiscal Services	7500	12,000.00	11,300.00	700.00
Food Services	7600	0.00	0.00	0.00
Central Services	7700	11,503.24	4,760.20	6,743.04
Pupil Transportation Services	7800	178,000.00	205,669.12	(27,669.12)
Operation of Plant	7900	1,805,828.96	1,762,313.24	43,515.72
Maintenance of Plant	8100	395,202.86	336,719.79	58,483.07
Administrative Technology Services	8200	0.00	0.00	0.00
Community Services	9100	61,522.21	43,774.58	17,747.63
Debt Service: (Function 9200)				
Retirement of Principal	9200.7100	0.00	0.00	0.00
Interest	9200.7200	0.00	0.00	0.00
Dues, Fees and Issuance Costs	9200.7300	0.00	0.00	0.00
Miscellaneous Expenditures	9200.7900	0.00	0.00	0.00
Capital Outlay:				
Facilities Acquisition and Construction	7420	0.00	0.00	0.00
Other Capital Outlay	9300	0.00	0.00	0.00
<b>Total Expenditures</b>		7,123,434.81	6,923,434.54	200,000.27
Excess (Deficiency) of Revenues Over (Under) Expenditures		(663,877.54)	(403,052.09)	(260,825.45)
<b>OTHER FINANCING SOURCES (USES)</b>				
Loans Incurred	3720	0.00	0.00	0.00
Proceeds from the Sale of Capital Assets	3730	0.00	0.00	0.00
Loss Recoveries	3740	0.00	0.00	0.00
Proceeds of Forward Supply Contract	3760	0.00	0.00	0.00
Special Facilities Construction Advances	3770	0.00	0.00	0.00
Transfers In	3600	0.00	0.00	0.00
Transfers Out	9700	0.00	0.00	0.00
<b>Total Other Financing Sources (Uses)</b>		0.00	0.00	0.00
<b>SPECIAL ITEMS</b>				
	SPCL	0.00	0.00	0.00
<b>EXTRAORDINARY ITEMS</b>				
	EXTR	0.00	0.00	0.00
Net Change in Fund Balances		(663,877.54)	(403,052.09)	260,825.45
Fund Balance, Beginning	2800	1,521,613.00	1,521,613.00	0.00
Adjustment to Fund Balances	2891	0.00	0.00	0.00
Fund Balance, Ending	2700	857,735.46	1,118,560.91	260,825.45



**OSCEOLA COUNTY CHARTER SCHOOL**

*Four Corners Charter School*

Function	Actual Revenues & Expenditures 2011-2012		2011-2012 1060 UFTE
	Equipment		0.00
	Other		0.00
<b>6300</b>	Instruction and Curriculum Development Services		
	Specialists	<i>(Num of Units)</i>	<i>(Avg Salary)</i>
	Supplies		0.00
	Other		0.00
<b>6400</b>	Instructional Staff Training Services		3,367.58
<b>6500</b>	Instruction Related Technology		191,166.15
<b>7100</b>	Board		0.00
<b>7200</b>	General Administration		0.00
<b>7300</b>	School Administration		
	Principal	<i>1.00</i>	<i>100,386.80</i>
	Asst. Principal	<i>1.00</i>	<i>67,557.85</i>
	Other Supervisors	-	0.00
	Secretary	<i>2.00</i>	<i>25,347.47</i>
	Bookkeeper	<i>1.00</i>	<i>49,463.90</i>
	Other Assistants	<i>1.00</i>	<i>33,080.25</i>
	Supplies		2,898.19
	Equipment		0.00
	Other		53,621.05
<b>7400</b>	Facilities Acquisition and Construction		
	Land & Building Purchases		0.00
	Remodeling/Improvements		0.00
	Construction & Additions		0.00
	Lease/Rent		0.00
<b>7500</b>	Fiscal Services (Accounting & Auditing)		11,300.00
<b>7600</b>	Food Services		0.00
<b>7700</b>	Central Services		4,760.20
<b>7800</b>	Pupil Transportation Services		205,669.12
<b>7900</b>	Operation of Plant		
	Insurance		110,376.21
	Security Personnel	<i>1.00</i>	<i>33,755.74</i>
	Utilities & Telephone		241,865.15
	Security		0.00
	Other		1,376,316.14
<b>8100</b>	Maintenance of Plant		
	Ground Maint.		34,419.00
	Bldg Repairs & Maint.		298,681.21

**OSCEOLA COUNTY CHARTER SCHOOL**

*Four Corners Charter School*

Function	Actual Revenues & Expenditures 2011-2012	2011-2012 1060 UFTE
	Preventative	3,619.58
	Other	0.00
<b>8200</b>	Administrative Technology Services	0.00
<b>9100</b>	Community Services	
	<i>Before and Aftercare</i>	43,774.58
	<i>Aftercare snacks/food</i>	0.00
<b>9200</b>	Debt Service	
	Retirement of Principal	0.00
	Interest	0.00
	Dues, Fees and Issuance Costs	0.00
	Miscellaneous Expenditures	
	<b>Normal Expenditures</b>	<u>6,176,284.42</u>
<b>ALLOCATED EXPENDITURES</b>		
	District Holdback	27,491.43
<b>7200</b>	<i>General Administration</i>	100% 27,491.43
	<i>Please Select From Drop Down List</i>	0%
	<i>Please Select From Drop Down List</i>	0%
	<i>Please Select From Drop Down List</i>	0%
	Management Fee	719,658.69
<b>7200</b>	<i>General Administration</i>	100% 719,658.69
	<i>Please Select From Drop Down List</i>	0% 0.00
	<i>Please Select From Drop Down List</i>	0% 0.00
	<i>Please Select From Drop Down List</i>	0% 0.00
	<b>Allocated Expenditures</b>	<u>747,150.12</u>
	<b>Total Expenditures</b>	<u>6,923,434.54</u>
	Excess of Revenues Over Expenditures	<u>(403,052.09)</u>
<b>OTHER FINANCING SOURCES (USES)</b>		
<b>3720</b>	Loans Incurred	
	<i>(Description)</i>	0.00
	<i>(Description)</i>	0.00
<b>3730</b>	Proceeds from the Sale of Capital Assets	0.00
	<b>Total Other Financing Sources (Uses)</b>	<u>0.00</u>
<b>SPECIAL ITEMS</b>		
SPCL		
<b>EXTRAORDINARY ITEMS</b>		
<b>EXTR</b>	<i>(Description)</i>	0.00
<b>NET CHANGE IN FUND BALANCES</b>		<u>(403,052.09)</u>



# Four Corners Charter School FY12 Year End

*Presented by Mike Essik*

*September 4, 2012*

[www.charterschoolsusa.com](http://www.charterschoolsusa.com)



# Four Corners Charter School Summary of FY12 Financials

	FY12 Budget		FY12 Actuals	
Student Enrollment		1,050		1,060
Avg FTE Rev / Student	\$	5,559	\$	5,514
Beginning Fund Balance	\$	1,521,613	\$	1,521,613
Net School Surplus / (Deficit)		(663,878)		(403,052)
<b>Ending Fund Balance</b>	<b>\$</b>	<b>857,735</b>	<b>\$</b>	<b>1,118,561</b>

The enrollment for the year was 10 students higher than planned, however the FTE revenue per student is \$45 less than budgeted. The school was able to mitigate expenses allowing for a more favorable impact to the fund balance than planned.

**Charter Schools USA**  
**FOUR CORNERS CHARTER SCHOOL**  
**Actual vs Budget vs Forecast Variance Analysis**  
*As of the Period Ending June 30, 2012*

	YTD Actual	YTD Budget	\$ Variance	% Variance	\$ YTD Effect	Explanation (15% and \$2,000)	Annual Forecast	Annual Budget	\$ Variance	% Variance	\$ Annual Effect
<b>ENROLLMENT (per school's record)</b>	<b>1,036</b>	<b>1,050</b>	<b>(14)</b>	<b>-1%</b>			<b>1,060</b>	<b>1,050</b>	<b>10</b>	<b>1%</b>	
<b>ENROLLMENT (per funding source)</b>	<b>1,063</b>	<b>1,050</b>	<b>13</b>	<b>1%</b>	<b>\$ 72,262</b>	Increased enrollment by 13 students	<b>1,060</b>	<b>1,050</b>	<b>10</b>	<b>1%</b>	<b>\$ 55,586</b>
<b>RATE PER STUDENT</b>	<b>\$ 5,499</b>	<b>\$ 5,559</b>	<b>\$ (60)</b>	<b>-1%</b>	<b>\$ (63,556)</b>	Decreased rate per student by \$60	<b>\$ 5,514</b>	<b>\$ 5,559</b>	<b>\$ (44)</b>	<b>-1%</b>	<b>\$ (46,935)</b>
<b>REVENUES</b>											
<b>Earned Capitation</b>											
State Capitation / Student	\$ 5,845,174	\$ 5,836,523	\$ 8,651	0%		See above	\$ 5,845,174	\$ 5,836,523	\$ 8,651	0%	
Florida Teacher Lead Program	11,396	11,396	-	0%			11,396	11,396	(0)	0%	
School Recognition Bonus	73,766	-	73,766	100%		Unbudgeted pass through item - offset by \$68k in Bonus expenses and taxes & \$6k in School Recognition Award Expenses	73,766	-	73,766	100%	
MAP Revenue Performance Pay	59,373	46,266	13,107	28%		MAP revenue was under budgeted - pass through item	59,373	46,266	13,107	28%	
Capital Outlay Funding	378,025	431,872	(53,847)	-12%			378,025	431,872	(53,847)	-12%	
District Fee Refund (>250 students)	90,337	89,208	1,129	1%			90,337	89,208	1,129	1%	
<b>Total Earned Capitation</b>	<b>6,458,071</b>	<b>6,415,265</b>	<b>42,806</b>	<b>1%</b>			<b>6,458,070</b>	<b>6,415,265</b>	<b>42,805</b>	<b>1%</b>	
Before and Aftercare Revenue	84,925	97,500	(12,575)	-13%			84,925	97,500	(12,575)	-13%	
Other Revenue	3,367	-	3,367	100%		Unbudgeted Agendas sales	3,367	-	3,367	100%	
Miscellaneous Income	62,877	36,000	26,877	75%		Additional E-Rate Revenue of \$36K	62,877	36,000	26,877	75%	
<b>TOTAL REVENUES</b>	<b>6,609,240</b>	<b>6,548,765</b>	<b>60,475</b>	<b>1%</b>			<b>6,609,238</b>	<b>6,548,765</b>	<b>60,473</b>	<b>1%</b>	
<b>EXPENSES</b>											
<b>Cost of Compensation</b>											
School Leadership	177,762	181,332	3,570	2%			177,762	181,332	3,570	2%	
Administrative	95,092	87,488	(7,604)	-9%			95,092	87,488	(7,604)	-9%	
Teachers	1,964,513	2,018,959	54,446	3%			1,964,513	2,018,959	54,446	3%	
ESE/Special Education	113,532	71,742	(41,790)	-58%		Classification issue - Speech pathologist was budgeted in Other Support	113,532	71,742	(41,790)	-58%	
Guidance	34,500	33,829	(671)	-2%		Classification issue - Speech pathologist was recorded in ESE/ Special Education line	34,500	33,829	(671)	-2%	
Other Support	-	34,000	34,000	100%			-	34,000	34,000	100%	
Substitute Teachers	62,964	61,560	(1,404)	-2%			62,963	61,560	(1,403)	-2%	
Aides - Instructional	123,868	169,323	45,455	27%		Fewer aids required to date	123,868	169,323	45,455	27%	
Aftercare	40,090	43,622	3,532	8%			40,090	43,622	3,532	8%	
Nurse	15,223	15,433	210	1%			15,223	15,433	210	1%	
Plant Operations	30,000	30,000	-	0%			30,000	30,000	-	0%	
Tutoring	3,240	29,280	26,040	89%		Less tutoring required to date Education jobs revenue booked in YR11 as FTE in lieu of Edujobs but related expenses recorded in YR12 (consistent with schools which received Edujobs funding) and \$64K school recognition bonus offset by revenue	3,240	29,280	26,040	89%	
Bonuses	261,817	203,942	(57,875)	-28%			261,816	203,942	(57,874)	-28%	
Stipends	6,938	16,000	9,062	57%		Less stipends required to date	6,938	16,000	9,062	57%	
Sick Day Buyout	14,626	6,840	(7,786)	-114%		Favorable year end PTO balance adjustment	14,626	6,840	(7,786)	-114%	
Taxes & Benefits	482,749	501,529	18,780	4%			482,749	501,529	18,780	4%	
<b>Total Cost of Compensation</b>	<b>3,426,914</b>	<b>3,504,879</b>	<b>77,965</b>	<b>2%</b>			<b>3,426,913</b>	<b>3,504,879</b>	<b>77,966</b>	<b>2%</b>	

**Charter Schools USA**  
**FOUR CORNERS CHARTER SCHOOL**  
**Actual vs Budget vs Forecast Variance Analysis**  
*As of the Period Ending June 30, 2012*

	YTD Actual	YTD Budget	\$ Variance	% Variance	\$ YTD Effect	Explanation (15% and \$2,000)	Annual Forecast	Annual Budget	\$ Variance	% Variance	\$ Annual Effect
<b>Professional Services</b>											
Legal Fees - Independent Counsel	25,395	-	(25,395)	-100%		Tripp Scott billings for due process hrg/Student P.H. allocated from corporate	25,395	-	(25,395)	-100%	
Accounting Services - Audit	11,300	12,000	700	6%			11,300	12,000	700	6%	
CSUSA Management Fees	719,659	697,080	(22,579)	-3%			719,659	697,080	(22,579)	-3%	
Outside Staff Development	-	3,000	3,000	100%		No actual expenditures for this item this year.	-	3,000	3,000	100%	
Fee to County School Board	117,829	116,730	(1,099)	-1%			117,829	116,730	(1,099)	-1%	
School Recognition Award Expenses	6,421	-	(6,421)	-100%		Unbudgeted pass through item - offset by School Recognition Award	6,421	-	(6,421)	-100%	
Advertising/Marketing Exp	3,074	21,319	18,245	86%		Favorable expenditures to budget	3,074	21,319	18,245	86%	
Staff Recruitment	-	1,385	1,385	100%			-	1,385	1,385	100%	
<b>Total Professional Services</b>	<b>883,678</b>	<b>851,514</b>	<b>(32,164)</b>	<b>-4%</b>			<b>883,677</b>	<b>851,514</b>	<b>(32,163)</b>	<b>-4%</b>	
<b>Vendor Services</b>											
Contracted Pupil Transportation	205,669	178,000	(27,669)	-16%		Higher expense than budgeted	205,669	178,000	(27,669)	-16%	
Extra-Curricular Activity Events	4,400	4,890	490	10%			4,400	4,890	490	10%	
Contracted Food Service	22	-	(22)	-100%			22	-	(22)	-100%	
Background / Finger Printing	-	504	504	100%			-	504	504	100%	
Drug Testing Fees	-	504	504	100%			-	504	504	100%	
Licenses & Permits	1,765	800	(965)	-121%			1,765	800	(965)	-121%	
Bank Charges & Loan Fees	2,258	3,600	1,342	37%			2,258	3,600	1,342	37%	
Contracted SPED - Non Instruction	-	5,000	5,000	100%		No actual expenses in this category	-	5,000	5,000	100%	
Contracted Custodial Services	208,500	208,500	-	0%			208,500	208,500	-	0%	
<b>Total Vendor Services</b>	<b>422,614</b>	<b>401,798</b>	<b>(20,816)</b>	<b>-5%</b>			<b>422,615</b>	<b>401,798</b>	<b>(20,817)</b>	<b>-5%</b>	
<b>Administrative Expenses</b>											
Travel / Auto / Meals / Lodging/Airfare	11,585	9,671	(1,914)	-20%			11,585	9,671	(1,914)	-20%	
Business Expense - Other	94	-	(94)	-100%			-	-	-	0%	
Dues & Subscriptions	4,052	961	(3,091)	-322%		Actual expenditures higher than budgeted.	4,052	961	(3,091)	-322%	
Printing & Copying	12,265	5,000	(7,265)	-145%		Actual expenditures higher than budgeted.	12,265	5,000	(7,265)	-145%	
Office Supplies	2,898	3,629	731	20%			3,177	3,629	452	12%	
Supplies - Aftercare	478	896	418	47%			200	896	696	78%	
Medical Supplies	587	597	10	2%			587	597	10	2%	
In-house Food Service	-	450	450	100%			94	450	356	79%	
In-house Food Service - Aftercare	-	6,950	6,950	100%		Budgeted Aftercare snacks were discontinued this year.	-	6,950	6,950	100%	
Bad Debt Expense	477	-	(477)	-100%			477	-	(477)	-100%	
<b>Total Administrative Services</b>	<b>32,436</b>	<b>28,154</b>	<b>(4,282)</b>	<b>-15%</b>			<b>32,436</b>	<b>28,154</b>	<b>(4,282)</b>	<b>-15%</b>	
<b>Instruction Expense</b>											
Textbooks	10,450	9,006	(1,444)	-16%			10,450	9,006	(1,444)	-16%	
Consumable Instr. Supplies & Equip.-Studen	124,590	119,909	(4,681)	-4%			124,590	119,909	(4,681)	-4%	
Consumable Instr. Supplies & Equip.-Teache	4,594	6,489	1,895	29%			4,594	6,489	1,895	29%	
Library & Reference Books	-	2,075	2,075	100%		No actual expenses YTD	-	2,075	2,075	100%	
Testing Materials	12,388	9,718	(2,670)	-27%		Actual expenses higher than budgeted	12,388	9,718	(2,670)	-27%	
Instructional Supplies - Florida Lead Teacher	11,396	11,396	-	0%			11,396	11,396	0	0%	
<b>Total Instruction Expense</b>	<b>163,418</b>	<b>158,593</b>	<b>(4,825)</b>	<b>-3%</b>			<b>163,418</b>	<b>158,593</b>	<b>(4,825)</b>	<b>-3%</b>	

**Charter Schools USA**  
**FOUR CORNERS CHARTER SCHOOL**  
**Actual vs Budget vs Forecast Variance Analysis**  
*As of the Period Ending June 30, 2012*

	YTD	YTD	% Variance		Explanation (15% and \$2,000)	Annual	Annual	% Variance		\$ Annual Effect
	Actual	Budget	\$	Variance		Forecast	Budget	\$	Variance	
<b>Other Operating Expenses</b>										
Telephone/Internet/Cable/Satellite	47,831	47,468	(363)	-1%		47,831	47,468	(363)	-1%	
Postage / Express Mail	737	1,710	973	57%		737	1,710	973	57%	
Electricity	126,755	172,000	45,245	26%	Favorable usage to budget	126,755	172,000	45,245	26%	
Water & Sewer	15,516	14,381	(1,135)	-8%		15,516	14,381	(1,135)	-8%	
Waste Disposal	51,764	50,230	(1,534)	-3%		51,764	50,230	(1,534)	-3%	
Pest Control	6,919	6,960	41	1%		6,919	6,960	41	1%	
Maintenance & Cleaning Supplies	19,535	20,000	465	2%		19,535	20,000	465	2%	
Building Repairs & Maintenance	326,181	377,525	51,344	14%		326,181	377,525	51,344	14%	
Equipment Repairs & Maintenance	3,620	10,718	7,098	66%	Favorable usage to budget	3,620	10,718	7,098	66%	
Software Licensing Fees	871	3,445	2,574	75%	Favorable usage to budget	871	3,445	2,574	75%	
Miscellaneous Expenses	451	6,000	5,549	92%	Actual miscellaneous expenses less than standard budgeted amount	451	6,000	5,549	92%	
<b>Total Other Operating Expenses</b>	<b>600,180</b>	<b>710,437</b>	<b>110,257</b>	<b>16%</b>		<b>600,179</b>	<b>710,437</b>	<b>110,258</b>	<b>16%</b>	
<b>Fixed Expenses</b>										
Office Equipment - Leasing Expense	17,407	17,604	197	1%		17,407	17,604	197	1%	
Property & Liability Insurance	110,376	90,343	(20,033)	-22%	Property Insurance 18K unfavorable to budget.	110,376	90,343	(20,033)	-22%	
Rent Expense	1,127,831	1,127,831	-	0%		1,127,831	1,127,831	(0)	0%	
<b>Total Fixed Expenses</b>	<b>1,255,614</b>	<b>1,235,778</b>	<b>(19,836)</b>	<b>-2%</b>		<b>1,255,614</b>	<b>1,235,778</b>	<b>(19,836)</b>	<b>-2%</b>	
<b>TOTAL EXPENSES</b>	<b>6,784,854</b>	<b>6,891,153</b>	<b>106,299</b>	<b>2%</b>		<b>6,784,852</b>	<b>6,891,153</b>	<b>106,301</b>	<b>2%</b>	
<b>Operating Cash Surplus/(Deficit)</b>	<b>(175,614)</b>	<b>(342,388)</b>	<b>166,774</b>	<b>49%</b>		<b>(175,614)</b>	<b>(342,388)</b>	<b>166,774</b>	<b>49%</b>	
Capital Expenditures (NonCap)	17,269	44,039	26,770	61%	\$91K favorable mainly due to savings in Computer Hardware and the	17,269	44,039	26,770	61%	
Capital Expenditures (Capitalized)	210,169	277,452	67,283	24%	split is due to classifications between Cap and Non Cap	210,169	277,452	67,283	24%	
<b>CHANGE IN FUND BALANCE</b>	<b>(403,052)</b>	<b>(663,879)</b>	<b>260,827</b>	<b>39%</b>		<b>(403,052)</b>	<b>(663,879)</b>	<b>260,827</b>	<b>39%</b>	

**Out of Field Report**

Out of Field Report			
Teacher	Out-of-Field Assignment	Current Certification	Out of Field Assignment Date
Crystal Bullard	ESOL Compliance	Temp. Pre-K/Primary (age 3-grade 3)	8/8/2011
Alejandra Biesel	ESOL Compliance	Temp. Pre-K/Primary (age 3-grade 3), Spanish (K-12)	8/6/2012
Zeidy Pena	ESOL Compliance	Temp. Elem. Ed (K-6)	8/6/2012
Margaret Avent	ESOL Compliance	Prof. Elem Ed (K-6)	8/9/2010
Amanda Simpon	ESOL Compliance	Need Statement of Elig. Applied for Elem Ed (k-6)	8/6/2012
Maria Ramos-Rodriguez	ESOL Compliance	Prof. Elem. Ed. (K-6), ESOL (K-12)	11/9/2009
Shontal Camacho	ESOL Compliance	Temp. Pre-k /Primary (Age3-Grade3)	8/16/2012
Jennifer L. Richard	ESOL Compliance	Prof. Elem Ed (K-6)	8/6/2012
Jeanine Nelson	ESOL Compliance	Temp. Business Ed. (6-12), Elem. Ed (K-6)	10/1/2010
Deontevius Shazier	ESOL Compliance	Temp. Math. (5-9), Computer Science (K-12)	8/8/2011
Joe Childers	ESOL Compliance	Prof. MS Integrated (5-9), Social Sci (6-12), Math (5-9)	8/10/2009
Kelly Bernhardt	ESOL Compliance	Temp. English (6-12)	8/16/2010
Audree Torrez	ESOL Compliance	Temp. Elem. Ed (K-6)	8/1/2006
Tera Moses	ESOL Compliance	Temp. General science (5-9)	8/6/2012
Charter School Name	Four Corners Charter School	Board Meeting Date	28-Aug-12

## PARENT FACILITATOR:

Below is the language as found in the new statute;

- Each charter school's governing board must appoint a representative to facilitate parental involvement, provide access to information, assist parents and others with questions and concerns, and resolve disputes. The representative must reside in the school district in which the charter school is located and may be a governing board member, charter school employee, or individual contracted to represent the governing board. If the governing board oversees multiple charter schools in the same school district, the governing board must appoint a separate individual representative for each charter school in the district. The representative's contact information must be provided annually in writing to parents and posted prominently on the charter school's website if a website is maintained by the school. The sponsor may not require that governing board members reside in the school district in which the charter school is located if the charter school complies with this paragraph.
- Each charter school's governing board must hold at least two public meetings per school year in the school district. The meetings must be noticed, open, and accessible to the public, and attendees must be provided an opportunity to receive information and provide input regarding the charter school's operations. The appointed representative and charter school principal or director, or his or her equivalent, must be physically present at each meeting.

Therefore, please make sure that the following steps occur;

1. The representative must reside in the school district
2. That the board approved motion/minutes reflect the name of each principal being designated as the board's representative
3. The representative's contact information must be provided annually in writing to parents and posted prominently on the charter school's website

**FOUR CORNERS CHARTER SCHOOL**  
**Ms. Denise Thompson**  
**The Board of Directors' School Report**

**Date: 09.04.2012**

**I. Enrollment (month end)**

	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
<b>Total Enrollment</b>	26	1034										
<b>Budgeted Enrollment</b>		986										
<b>% in Attendance</b>	99											
<b># of Student Withdrawals</b>	26	29										
<b># of Suspensions</b>	0	0										

**II. Reasons For Withdrawal:**

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
<b>Moving Out of Area</b>	12										
<b>Curriculum</b>											
<b>Sport/ExtraCurricular</b>											
<b>Transportation/Busing</b>	7										
<b>Uniforms</b>											
<b>Not Satisf w Teacher</b>											
<b>Not Satisf w Adminis</b>											
<b>Volunteer Hours</b>											
<b>Discipline</b>											
<b>Other: Please indicate why:</b>											
1. left w/o notifying	10										
2.											
3.											

**III. Staffing Update**

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
<b># of New Staff</b>	12										
<b>Grade &amp; Subject Area of Open Positions:</b>	6 <sup>th</sup> Social Studies (1)										
<b>Reasons for Leaving:</b>	Went to orange county										
<b>Additions Since Last Report:</b>	12										
<b>Leadership Training/Leading Edge Update:</b>	Joe Childers, Karima Ezzair, Jeseira Cartagena, Krista Holycross										
<i>Participation:</i>	Math Teacher, TLC(Reading) , CRT, CRT										
<i>Names:</i>											
<i>Position:</i>											
<b>Other:</b>											

### IV. School Update

School Site Visit: Sept.18th	Next Date: Feb.19th
Monthly Updates on School Improvement Plan/Strategic Plan <i>Date &amp; Agenda of Last SAC Mtg:</i>  <i>Professional Dev Topics for the Month:</i>  <i>PTO Updates:</i>	
Other:	
Other:	

### V. Facility Update

Cleaning:	All Buildings waxed, sanitized, and cleaned
Maintenance:	Touch-ups, toilet repaired
Building:	Outside/inside painted
Outdoor Areas:	Grass and mulch put down, flower and hedges planted
Other:	

### VI. School/PTO/Community Activities (Highlight any school and/or community activities held that would significantly impact the board)

Event:	PTO/SAC – Sept. 11
Event:	Carrabba’s Tickets go on sale – Sept 24
Event:	
Event:	
Event:	
Event:	

### VII. Technology

Technology Improvements(new equip; new software; SIS, etc):	All technology Deployed
Technology Concerns:	Need four additional smartboards for kindergarten as discussed previously.
Other:	

### VIII. Reports Specific To This Month (This will vary month to month)

<b>MONTH:</b>	
Student Enrollment: 1034 Lake 214, Osc. 137, Polk 665, Orange 18	Recommits: 897 New Enrollment:269 Wait List: 317
Other:	

## Four Corners Charter School Copy Comparison

### Osceola County Printing 3 days to 1 week turn around

Per standard copy BW 0.16  
Per copy Color 0.24

Would need to obtain estimate.

### FCCS (in house) 24 hour turn around

Per standard Copy BW .08  
Per copy Color .12

Binding Booklets Aprox .50

### Pride Enterprises

Handbooks \$1.80 per book with custom pages  
Agendas MS \$1.56 per book  
Agendas Elem. \$2.75 per book  
Admin Planners: \$4.50 per book

Osceola District Schools Print Shop - Chargeback Pricing - Revised 7/19/12

Normal = Departments, Schools etc., and personal work for employees

Outside = Other personal work, Charter Schools etc.

<i>Factor, Inside &amp; Employees (Normal)</i>	0.04	-----
<i>Factor, All other (Outside)</i>	-----	0.17
<b>Item</b>	<b>Normal/Unit</b>	<b>Outside/Unit</b>
Copies (no paper)	\$0.016	\$0.018
Color copies (no paper)	\$0.235	\$0.265
Ink (press impressions)	\$0.003	\$0.004
Plate, Polyester 9982	\$2.870	\$3.228
Plate, Polyester 1360	\$2.870	\$3.228
Plate, Polyester 4610	\$3.663	\$4.121
20# White Bond 8 1/2 x 11"	\$0.006	\$0.007
20# White Bond 8 1/2 x 14"	\$0.009	\$0.011
20# White Bond 11x17"	\$0.015	\$0.017
20# Color Bond 8 1/2 x 11"	\$0.009	\$0.010
24# Ultra Bright White Light Cockle Sutton Bond 8 1/2 x 11"	\$0.026	\$0.029
28# White Laser Bond 8 1/2 x 11"	\$0.024	\$0.027
28# White Laser Bond 11x17"	\$0.033	\$0.038
28# White Laser Bond 12 x 18"	\$0.043	\$0.049
60# Color Astrobrights Text 8 1/2 x 11"	\$0.025	\$0.028
60# Color Astrobrights Text 11x17"	\$0.050	\$0.056
60# Bright Aqua & Bright Green Exact Brights Text 11x17"	\$0.038	\$0.043
60# Color Offset 11x17"	\$0.025	\$0.028
65# White Cover 8 1/2 x 11"	\$0.027	\$0.031
65# White Cover 11x17"	\$0.053	\$0.059
65# White Cover 12x18"	\$0.062	\$0.070
65# Color Astrobrights Cover 8 1/2 x 11"	\$0.035	\$0.039
65# Bright Aqua & Bright Green Exact Brights Cover 8 1/2 x 11"	\$0.038	\$0.043
65# Color Parchment Cover 8 1/2 x 11"	\$0.060	\$0.067
67# White Bristol-Cover 8 1/2 x 11"	\$0.019	\$0.021
67# Color Bristol-Cover 8 1/2 x 11"	\$0.022	\$0.025
70# White Offset 11x17"	\$0.025	\$0.028
Copier 2-part Carbonless 8 1/2 x 11", per set	\$0.047	\$0.053
Copier 3-part Carbonless 8 1/2 x 11", per set	\$0.073	\$0.082
Copier 4-part Carbonless 8 1/2 x 11", per set	\$0.104	\$0.116
2-part Carbonless 8 1/2 x 11", per set	\$0.027	\$0.031
2-part Carbonless 8 1/2 x 14", per set	\$0.028	\$0.032
2-part Carbonless 11x17", per set	\$0.044	\$0.049
3-part Carbonless 8 1/2 x 11", per set	\$0.037	\$0.042
3-part Carbonless 8 1/2 x 14", per set	\$0.047	\$0.053
3-part Carbonless 11x17", per set	\$0.087	\$0.098
4-part Carbonless 8 1/2 x 11", per set	\$0.053	\$0.059
4-part Carbonless 8 1/2 x 14", per set	\$0.068	\$0.076
4-part Carbonless 11x17", per set	\$0.131	\$0.148
5-part Carbonless 8 1/2 x 11", per set	\$0.068	\$0.076

The latest revision of this price list is online, at <http://osceola.k12.fl.us/depts/IMC/printshop/pricing.html>

Osceola District Schools Print Shop - Chargeback Pricing - Revised 7/19/12

Normal = Departments, Schools etc., and personal work for employees

Outside = Other personal work, Charter Schools etc.

5-part Carbonless 8 1/2 x 14", per set	\$0.108	\$0.121
5-part Carbonless 11x17", per set	\$0.136	\$0.153
Peel-Apart Label, White 8 1/2 x 11"	\$0.095	\$0.107
Peel-Apart Label, Colors, Starboard Tack 8 1/2 x 11"	\$0.215	\$0.242
Tabs, 5-position, per set	\$0.312	\$0.351
Clear Covers (Comb-bind pre-punched)	\$0.135	\$0.152
Transparency, no stripe 8 1/2 x 11" FOR BLACK COPIES	\$0.051	\$0.057
Transparency, with stripe 8 1/2 x 11" FOR COLOR COPIES	\$0.624	\$0.702
A2-70# White Regular Envelopes	\$0.031	\$0.035
A6-70# White Regular Envelopes	\$0.034	\$0.039
#10-24# White Regular Envelopes	\$0.014	\$0.016
#10-24# White Window Envelopes	\$0.017	\$0.019
#10-24# Ultra Bright White Light Cockle Sutton Bond Envelopes	\$0.059	\$0.067
#10-60# Color Regular Envelopes	\$0.032	\$0.036
Chipboard 8 1/2 x 11"	\$0.039	\$0.044
Chipboard 8 1/2 x 14"	\$0.059	\$0.067
Chipboard 11x17"	\$0.078	\$0.087
GBC-type Comb 3/8"	\$0.040	\$0.044
GBC-type Comb 1/2"	\$0.066	\$0.074
GBC-type Comb 5/8"	\$0.102	\$0.115
GBC-type Comb 3/4"	\$0.124	\$0.139
GBC-type Comb 1"	\$0.212	\$0.239
GBC-type Comb 1 1/2"	\$0.286	\$0.322
Staples	\$0.005	\$0.006
Tape binding, Narrow	\$0.302	\$0.339
Tape binding, Medium	\$0.377	\$0.424
Tape binding, Wide	\$0.503	\$0.565
Lamination 3mil Letter	\$0.249	\$0.280
Lamination 3mil Legal	\$0.402	\$0.452
Lamination 3mil Tabloid	\$0.484	\$0.545
I.D. Card, includes clip - Single-Sided (Charter)	-----	\$0.753
I.D. Card, includes clip - Double-Sided (District)	\$1.152	-----
I.D. Clip	\$0.130	\$0.130
I.D. Chain, silver	\$0.250	\$0.250
I.D. Cloth Strap, black	\$0.550	\$0.550
I.D. Cloth Strap, breakaway, black	\$0.800	\$0.800
I.D. Holder, Black	\$0.250	\$0.250
I.D. Holder, Clear	\$0.950	\$0.950
I.D. Card Reels - Heavy Duty, Flashing or Apple	\$3.750	\$3.750
I.D. Card Reels, Colors	\$2.000	\$2.000
(old I.D. style) Laminating Pouch	\$0.120	\$0.135
CD-R	\$0.493	\$0.554
DVD-R	\$0.315	\$0.355
CD-DVD Labels (Sheet of 2)	\$0.312	\$0.351

The latest revision of this price list is online, at <http://osceola.k12.fl.us/depts/IMC/printshop/pricing.html>



# Parent Survey Results End Year 2011-2012

Presented to  
The Four Corners Charter School, Inc.  
presented September, 2012



# Survey Highlights

Students

Integrity

Fiscal Responsibility

Learning

People

Teamwork

Commitment

Accountability

High Standards

- Comparison of survey data with previous years at your school.
- Graphs included provide an overview of the results compared with the CSUSA network.
- Results will be integrated into the School's strategic plan and the school improvement plan as it is evaluated and implemented.

# Average Results of “Buckets”

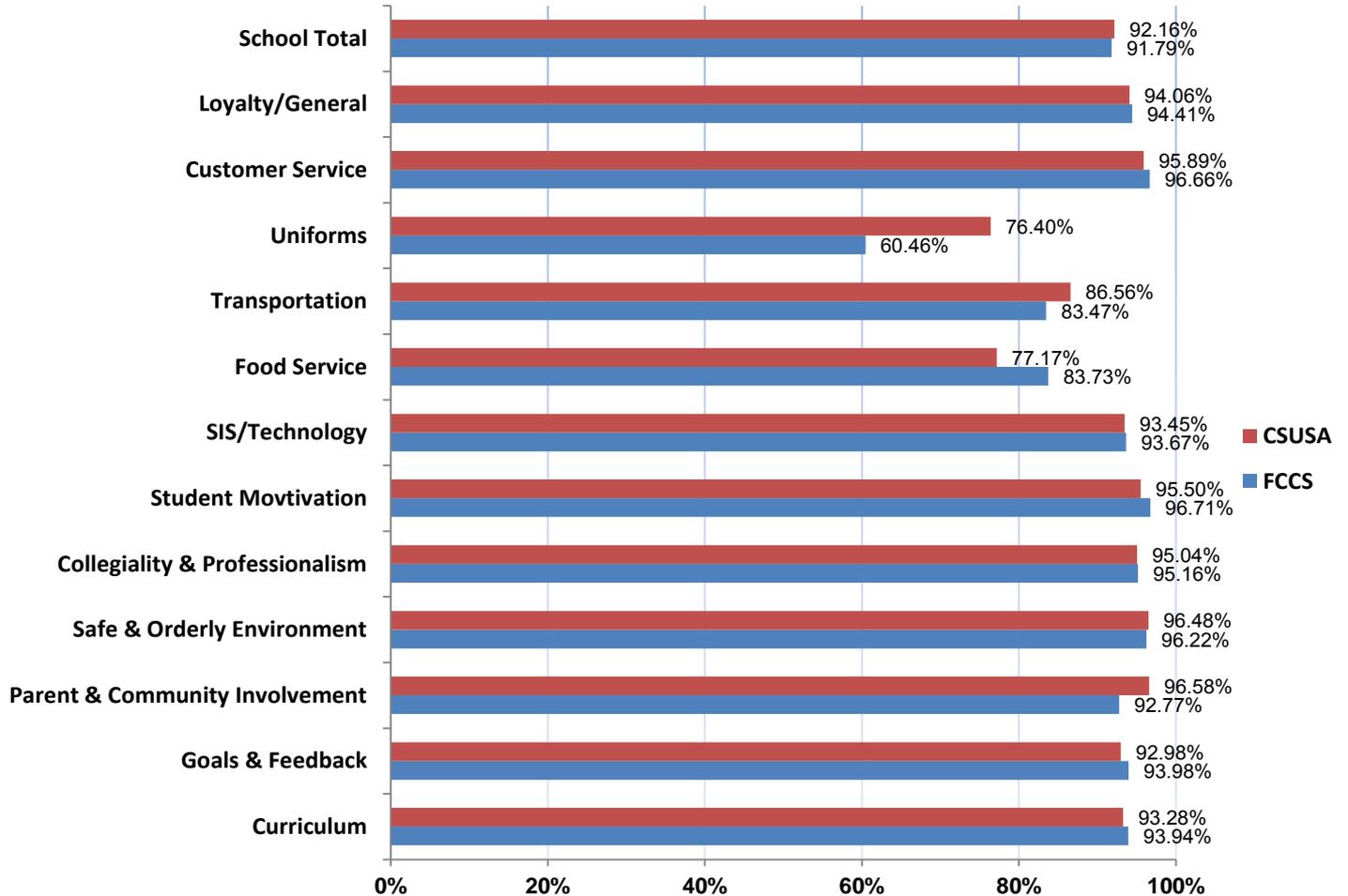
## Students

<u>“Buckets”</u>	<u>June '11</u>	<u>Nov'11</u>	<u>June'12</u>	
<b>Integrity</b>	Curriculum	91.75%	93.50%	<b>93.94%</b>
<b>Fiscal Responsibility</b>	Goals & Feedback	91.83%	93.20%	<b>93.98%</b>
	Parent & Community Involvement	91.60%	95.30%	<b>92.77%</b>
<b>Learning</b>	Safe & Orderly Environment	95.17%	97.40%	<b>96.22%</b>
	Collegiality & Professionalism	95.28%	95.60%	<b>95.16%</b>
<b>People</b>	Student Motivation	96.60%	97.90%	<b>96.71%</b>
	SIS/Technology	88.77%	94.20%	<b>93.67%</b>
<b>Teamwork</b>	Food Service	83.28%	82.50%	<b>83.73%</b>
	Transportation	79.86%	78.90%	<b>83.47%</b>
<b>Commitment</b>	Uniforms	64.30%	57.00%	<b>60.46%</b>
	Customer Service	96.03%	95.40%	<b>96.66%</b>
<b>Accountability</b>	Loyalty	95.77%	97.70%	<b>94.41%</b>

## High Standards

# School Results by Categories

FCCS Category Compared with CSUSA Totals



Students

Integrity

Fiscal Responsibility

Learning

People

Teamwork

Commitment

Accountability

High Standards

# Strengths

## Students

### Integrity

### Fiscal Responsibility

## Learning

### People

## Teamwork

### Commitment

### Accountability

## High Standards

- When I visit my child's school I am properly checked in and screened 5.36
- Students are recognized for their accomplishments. 5.37
- School support staff are responsive to questions and concerns. 5.35

# Opportunities

## Students

### Integrity

### Fiscal Responsibility

## Learning

### People

## Teamwork

### Commitment

### Accountability

## High Standards

- Extra assistance with school work is available to students. 4.87
- I receive regular feedback on my child's progress. 4.98
- The parent organization supports our school's mission 4.95

# Satisfaction Results

## Students

### Integrity

### Fiscal Responsibility

### Learning

### People

### Teamwork

### Commitment

### Accountability

### High Standards

My child is happy at our Charter School.

94.41%

I would recommend our Charter School to a friend.

93.83%

I intend to re-enroll my child for the next academic year.

95.00%

Students feel safe at our Charter School. 96.32%

# Survey Participation

Students

Integrity

Fiscal Responsibility

Learning

People

Teamwork

Commitment

Accountability

High Standards

- Total student/parent population were given the opportunity to complete the parent survey.
- Survey was distributed by email and paper form (upon request).

Participation Rates: June '11 – 21.15%

Nov'11 – 19.51%

**June' 12 – 15.06%**



# Staff Survey Results End of Year 2011-2012

Presented to

Four Corners  
September, 2012

[www.charterschoolsusa.com](http://www.charterschoolsusa.com)





## Four Corners Staff Survey

- Total Staff population of 79 were given the opportunity to complete the Staff Survey.
- Survey was distributed by email to Employees
- 66 survey completed 84%.
- Survey sent out May 2012
- | End of Yr 11 | Mid-Yr 12 | End of Yr 12 |
|--------------|-----------|--------------|
| 39           | 81        | 66           |



# Categories or “Buckets”

- **Category 1 -Workforce Engagement (Gallup questions.. attract, retain, and focus on TOP TALENT)**
- **Category 2 -Leadership (21 Responsibilities of a Leader that correlate to student achievement)**
- **Category 3- Work Environment**



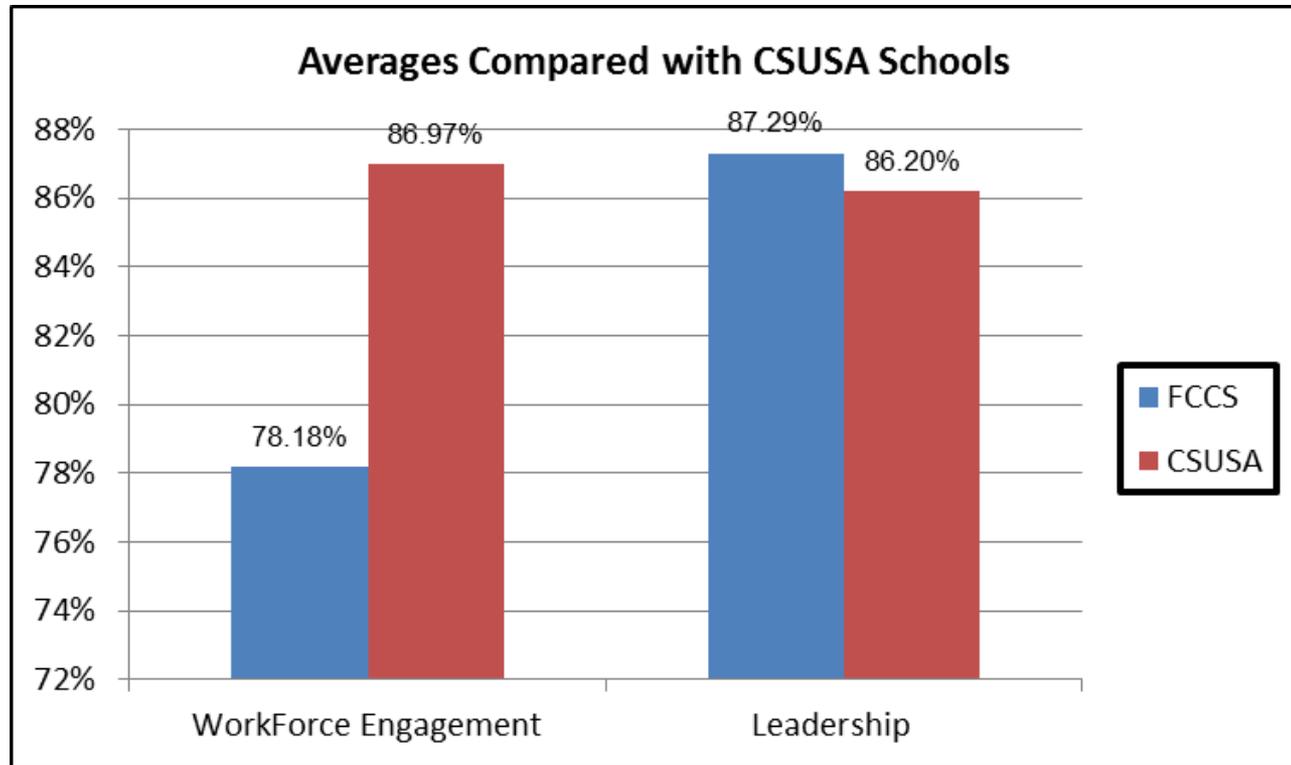
## Average Results of “Buckets” for Four Corners

### % Agree (Strongly Agree, Somewhat Agree, Agree)

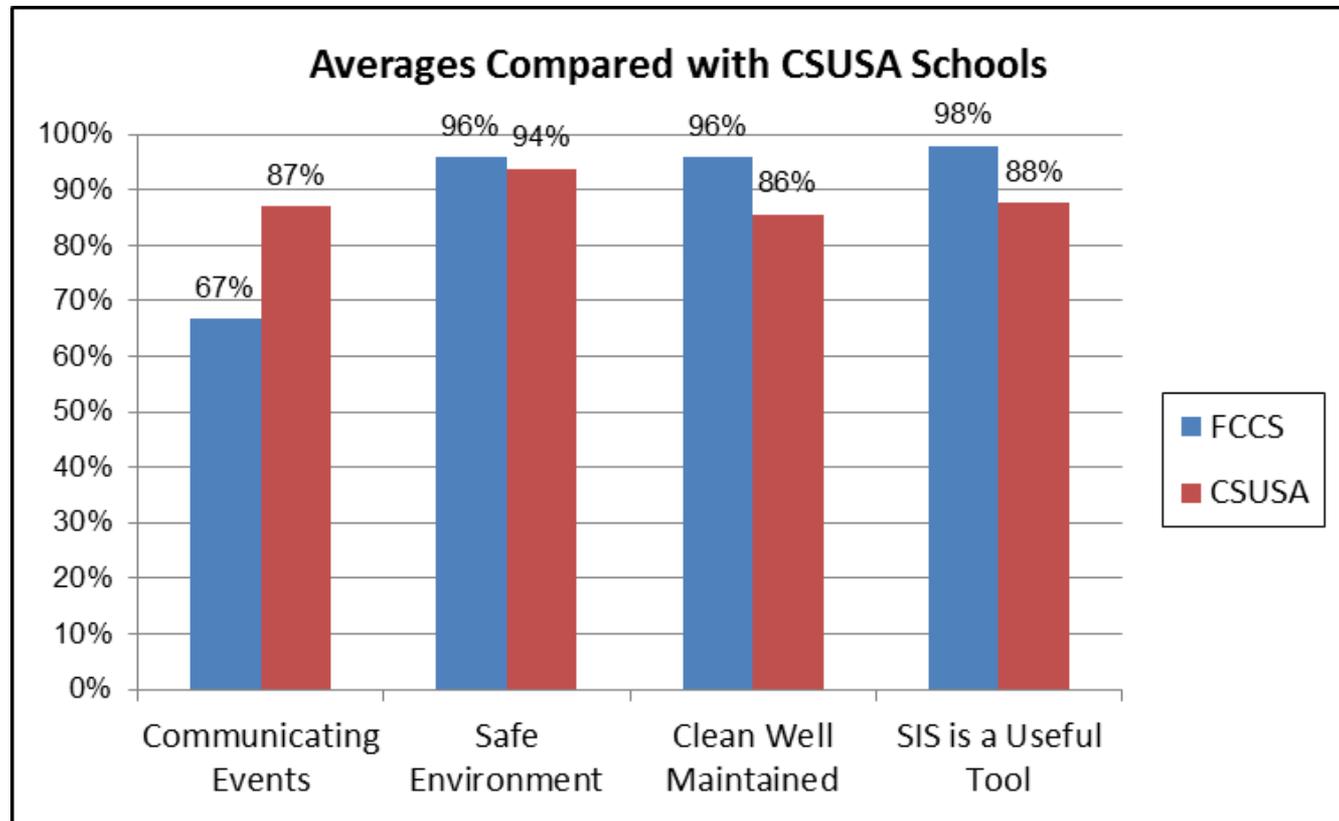
	End of Yr 11	Mid - Yr 12	End of Yr 12
• Workforce Engagement	89.49%	91.78%	78.18%
• Leadership	83.73%	92.39%	87.29%
• I would recommend working at this school to a friend	86.55%	95.95%	93.75%
		<b>% Yes</b>	
• Communicating events	68.97%	78.08%	66.67%
• Safe Working Environment	100%	97.30%	95.83%
• Clean and well maintained	100%	100%	95.83%
• SIS is a useful tool	93.10%	97.26%	97.92%



## Results Compared with All CSUSA Schools



# Work Environment





# Four Corners Workforce Engagement

- What we do well
  - I know what is expected of me at work
  - The mission/purpose of CSUSA makes me feel my job is important
  - This last year I have had opportunities at work to learn and grow
- Opportunities
  - At work, my opinions seem to count
  - In the last seven days, I received recognition or praise for doing good work
  - I have the materials and equipment I need to do my work right



# Four Corners Leadership

- What we do well
  - Is openly supportive of CSUSA
  - Recognizes and celebrates student achievements and accomplishments
  - speaks with conviction about the higher meaning the purpose of our work
- Opportunities
  - Asks for feedback on how their actions impact performance
  - Visits my classroom weekly
  - Provides regular feedback on my performance



## Data usage

- Results used in School Strategic Planning sessions for goal setting and improvements
- Benchmarking data to monitor progress
- Identifying Leadership Professional Development opportunities
- HR People First and Operational initiatives