

# Pacific Charter Institute



## 2017-18 Annual Report

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# Pacific Charter Institute



**Heritage  Peak**  
C h a r t e r S c h o o l

**RIO VALLEY**  
CHARTER SCHOOL

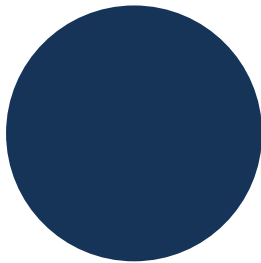
  
**Sutter Peak**  
CHARTER ACADEMY

 **Valley View**  
CHARTER PREP



Experienced educators formed Pacific Charter Institute (PCI), a non-profit 501 (c) 3 public benefit corporation, incorporated in 2004.

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**Paul Keefer,  
MBA, Ed.D.  
Executive Director**

# Message from PCI's Executive Director

Pacific Charter Institute had another successful year for students, staff, and families. We continued to see high staff satisfaction, an increase in our student achievement, an increase in student enrollment, and solid WASC visits and reviews by our authorizers. Also, we completed milestone projects including the compensation study requested by PCI Board of Directors. This report outlines the successes and growth areas for Pacific Charter Institute across the key areas of the organization.

We continue to hover around 90% in staff satisfaction for our 2018 Staff Satisfaction Survey. We added a question, 'I believe every student can learn' which 100% of the surveyed staff agreed or strongly agreed (136 total participants).

The ANDERSON USD v SHASTA SECONDARY HOME SCHOOL decision required implementation of the strategy outlined in 2016 and was done so successfully. PCI schools successfully met the in and out of county requirements that are applied to charter schools. During this reorganization, we also increased our student enrollment by 16% and our ADA by 13%.

Valley View Charter Prep and Heritage Peak Charter School each hosted WASC visiting committees. Valley View Charter Prep earned a six-year WASC accreditation with a one-day mid-term visit. This level of accreditation is one of the highest possible and certainly not one independent study charter schools receive very often. Heritage Peak Charter School's visit was the mid-term visit of a six-year accreditation, and we have not been notified officially regarding the results of the evaluation.

In addition to the WASC accreditation visits, both Valley View Charter Prep and Heritage Peak Charter School were evaluated by their respective authorizers. In both cases our schools were recognized for the hard work that we are doing and the successes that we continue to see.

## 2. Empowering Students

Finally, our human resources team and myself developed a comprehensive salary comparison study as requested by the PCI Board of Directors. This project proved to be very useful both in validating our compensation package (salary and benefits) and allowing for more concise talking points both for new employee candidates and discussions with current staff.

For 2018-2019 we plan to lean in heavily to make gains in three specific areas. First, we plan to execute our budget plan for Heritage Peak Charter School to ensure that we do not deficit spend this year. Second, we plan to align our complete academic team that will also include our special education team to increase student achievement and staff satisfaction. Finally, we will maintain a laser focus on the California School Dashboard with all resources pointing towards increasing year on year results as recorded in the Status and Change Report.

## Mission

Pacific Charter Institute empowers students to take charge of their education by connecting their individual needs and interests to a rigorous learning plan, thus creating self-motivated responsible citizens, critical problem-solvers, and lifelong learners.

## Vision

Developing self-motivated, educated individuals in the Sacramento region who will spread the wealth of knowledge worldwide in a meaningful way.

## Board of Directors

Gary Borden, J.D.  
Rex Fortune, Ph.D.  
Wei Hsieh  
Beth Kay  
Judy Miller  
Jean-Paul Prentice  
Kevin Smith-Fagan

# 2,788 Individuals Strong!

We believe education works best when it is tailored to student's individual strengths and needs. Pacific Charter Institute schools offer TK-12 students a personalized learning program with access to one-to-one teaching through student-tailored, standards-based curriculum. Our goal is to work cooperatively with students, parents, and the broader community to develop each student's greatest potential. We leverage the flexibility of the independent study model to empower PCI students to meet their educational goals.



*"This is the best program offering the best of both worlds! Live online classes, resources to seek out other classes the world has to offer, and wonderful support provided to both parents and students."*

- Valley View Charter Prep Parent

**1 on 1**

**Teacher  
Support**

**11 to 1**

**Staff to Student  
Ratio**

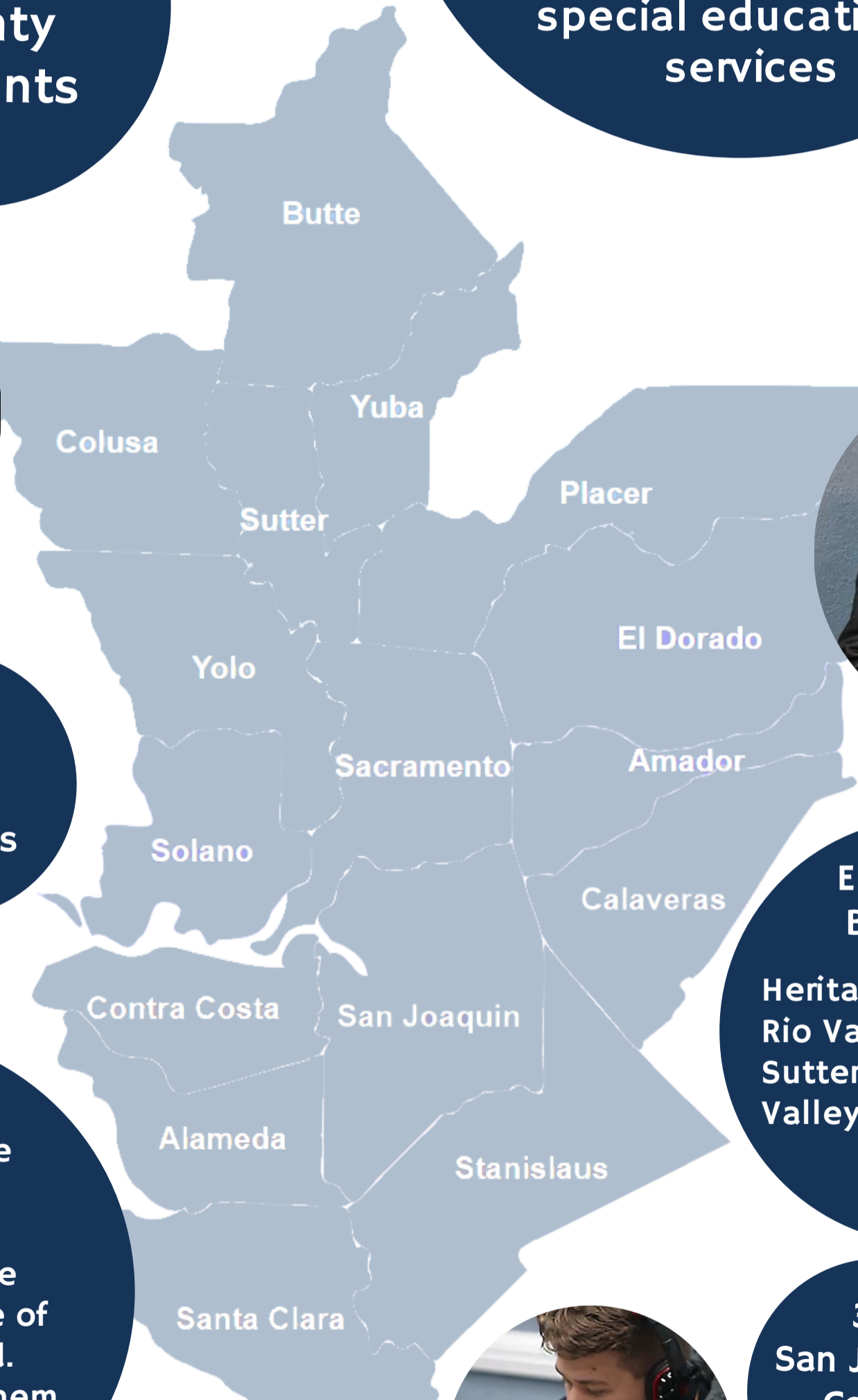
PCI students were living across 14 counties.



**Our Major Student Profiles In 2017-18:**  
Over half low income  
55% students of color  
Over 13% received special educational services

**1,118 Sacramento County Students**

PCI served 81 homeless students.



**355 Solano County Students**

**Enrollment By School**  
Heritage Peak: 1,086  
Rio Valley: 695  
Sutter Peak: 480  
Valley View: 527

We don't choose our students. They choose us. In turn, we believe each and every one of them can succeed. Our job is to help them.

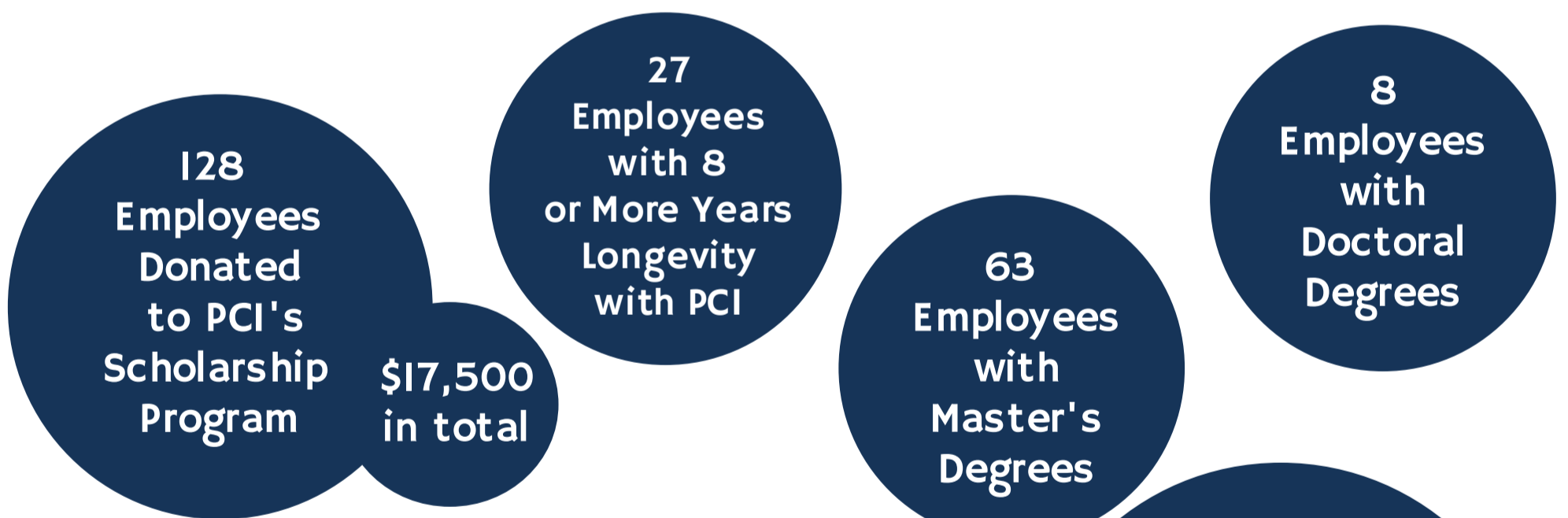


**387 San Joaquin County Students**

# 253

## Staff Members Strong!

Pacific Charter Institute continues to seek the very best staff to support our students across 14 counties. This effort continues to be one of the more difficult tasks as the teaching pool remains limited throughout California. The question for PCI is always how to get the very best person in the door working with our students. Beyond the fact that the organization has recruited great staff, the team has shown resilience through recent changes for California charter schools. Specifically, Pacific Charter Institute was mandated to move whole staff and student populations between Rio Valley Charter School and Heritage Peak Charter School due to the Anderson Union High School District v. Shasta Secondary Home School judicial decision disrupting over 500 students and over 20 staff members. Even with this major challenge, PCI successfully grew in both students and staff for the 2017-18 school year.



*"Working with Pacific Charter Institute, I have been able to actually use my personal strengths to make a difference. The benefits are great, and help is always available. It's nice to be part of a team focused on individual student success!"*

- Educator, 4 Years with PCI,  
17 Years in Education

Assignments	
Heritage Peak:	84
P.C.I.:	49
Rio Valley:	57
Sutter Peak:	28
Valley View:	35



# Annual Staff Survey

The Pacific Charter Institute Board of Directors continues to seek feedback from front level staff as to job satisfaction. Each year the survey results are used as focal points for improvement. As English Language Learner awareness and training were the focal points from the 2016-17 school year, PCI invested in additional resources to support our English language learner students and our teachers. In addition to providing an English Learner Program Specialist to support the organization, PCI utilized MTSS to ensure differentiated instruction and invested in one on one and online intervention programs for tier 1, 2, or 3 support.



100%  
Believe every  
student can  
learn!

96%  
Love what  
they are  
seeing as a  
result of their  
work!

95%  
Feel  
respected &  
connected!



Identified  
Focus  
for 2018-19:  
Employee Recognition  
& Training



# Technology Essentials

Pacific Charter Institute utilizes state of the art technology across the organization to ensure ease of use for staff and students as well as up to the minute monitoring. Specifically, PCI uses technology for compliance, employee training, core and MTSS tier 1 and 2 intervention programs. Our students have access to the best technology, online programs, and virtual platforms. Finally, all of our employees rely on scalable technological products to support our students for back office compliance and operations ensuring accuracy in our fiscal and academic systems.



## Student Achievement

- Edmentum: Plato
- Reading Eggs
- Math Seeds
- DIBELS
- Microsoft
- StudySync
- Gizmos

## Human Resources Annual Training

- Youth Suicide: Awareness & Prevention
- Online Safety: Cyber-Bullying
- Bloodborne Pathogen Exposure & Prevention
- Mandated Reporter: Child Abuse & Neglect
- Sexual Harassment: Policy & Prevention

## Student Information

- Illuminate Education
- OPS Online Purchasing
- NWEA MAP
- PowerSchool

# Responsive to Best Practices

## Change in SBAC Met & Exceeded Rates 2017 to 2018

### Growth

RVCS ELA +5%  
VVCP ELA +4%  
VVCP Math +2%

### Consistent

HPCS ELA +1%  
RVCS Math +1%  
SPCA ELA +1%  
SPCA Math +1%

### Decline

HPCS Math -3%

Pacific Charter Institute's family of schools work together to share best practices and lessons learned. All schools administered NWEA Measurement of Academic Progress (MAP) assessments in the spring and winter. Additionally, Valley View Charter Prep achieved steady growth across lexiles through both weekly monitoring and academic intervention focused on all students scoring in the 31st percentile or below.

*Growth  
Mindset!*



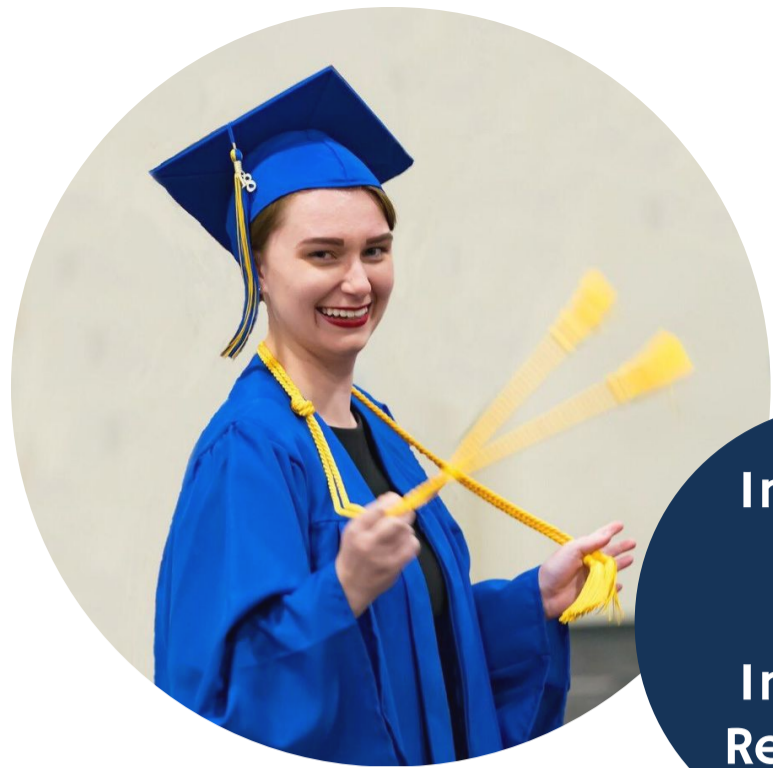
**2018-19  
Focal Areas:**

**K-2 Early Literacy  
Monitoring**

**Intervention Strategies  
for Math & ELA**

**Freshmen Enrollment  
in A-G Courses**





# Graduates

## 2017-18

Individual Paths for Individual Readiness!

Pacific Charter Institute continues to focus on student outcomes upon their graduation. As the State of California continues to build its career technical arm along with its college focus, the PCI team began seeking more tangible, market-oriented outcomes for its students. While we continue to seek college opportunities at the four-year college entry level, we recognize the value of two-year and career technical opportunities. The many paths that PCI graduates take is indicative of the individuality each student. Moreover, staff work together with students to ensure a successful post graduation experience. PCI graduate successes include completing community college credits leading up to an AA degree, certifications in the medical field, and acceptance by a four year colleges and Universities.



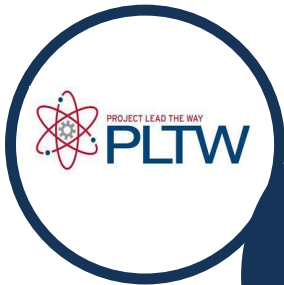
40 Graduates Earned \$13,500 in Scholarships!

## Our Top Four-Year Colleges



# Career & College *READY!*

Pacific Charter Institute brought more opportunities for students. Our staff optimized opportunities for students including medical assisting and Project Lead the Way. The challenge for PCI continues to be the density of students interested and staffing to support the students. PCI provides six resource centers to support student learning as well as the career and technical fields. According to the U.S. Department of Labor, the job outlook for medical assistants is expected to grow 29% faster than average in the next decade! Furthermore, through the innovation of our teachers working with our parents, our Project Lead the Way courses are now offered at our sites as well as remotely across the region.



**326**  
Students  
Enrolled in  
Project  
Lead The Way  
Courses

**7**  
Medical  
Externship  
Locations

**13** Medical  
Assistants

**23** EKG  
Technicians    **2** *Graphic  
Designers*

**32** Southwest  
Professionals

**72**  
Career  
Courses  
Available

**113** Students  
Dual-Enrolled  
**312** Courses  
in  
across **18** Community  
Colleges

# Fiscally *Responsible*

All four PCI schools maintained a positive fund balance in 2017-18, despite the reconfiguration two of our schools faced in order to satisfy the Anderson Union High School District v. Shasta Secondary Home School judicial decision. PCI also continued to pay 100% of staff healthcare costs and STRS retirement contributions while statutory costs continue to rise. Additionally, an employer match program for additional retirement contributions continues to be offered as well as costs for teacher induction programs. In fact, a salary comparison was completed in 2017-18 with 19 similar schools in the region, and results showed that PCI's benefits package\* is competitive with the surrounding school districts and charter schools.

**\$26.2 M**  
Annual  
Revenue

**\$5.3 M**  
in  
Reserves

**\$16,996**  
Average Cost of  
PCI Provided  
Employee  
Benefits

**\$2,941**  
PCI Average per  
Pupil Expenditure  
on Books,  
Supplies, &  
Services

**364**  
Vetted &  
Approved  
Vendors

**6**  
Resource  
Centers

# Community *Connected*

Pacific Charter Institute relies on critical partners to ensure the optimal support of academic delivery for our students. Because our students come from different backgrounds, we seek out partnerships with organizations whose mission and standards align with PCI. Our organizational, department, and program partnerships all fulfill an essential role so the organization can deliver on expectations.



PCI employees filled San Juan Unified School District's food closet!

## Advocacy

California Charter Schools Association

Charter Schools Development Center

Carmichael Chamber of Commerce

Lodi Chamber of Commerce

Sacramento Metro Chamber

West Sacramento Chamber of Commerce

YM&C The Charter Law Firm

## Student Support

California Stage

Give Something Back

Hacker Lab

Lowe's

## Career Technical

All Med

CA Urgent Care

Arnold Greenberg MD

Harbor Oaks Medical

Kaiser

UC Davis

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