

APSRC School Improvement Team Summary Report
Institute for Creative Arts
Visit on 3/31/26

Attendees:

Dr. Sarper Turker - DESE Charter Office
Luanne Baroni - APSRC
Dr. Nick Hill - APSRC
Jeana Williams - APSRC
Jessica Wright - APSRC
Dr. Rosilee Russell - ICA President
Dr. Phillip Russell - ICA (Development)
Michael Johnson - ICA Dean (Principal)
Kelly Lucero - ICA Academic Lead/SpEd/Math Teacher

Background discussion with school team

- Michael Johnson shared that they have shifted RTI and classroom instruction to focus on ATLAS.
- Following the Winter Interim, they shifted to more targeted intervention and specialized tutoring.
- Next year they plan to start the tutoring on the front end of the school year.
- Last year they only had 4 of the 9 cells since they had less than 15 students in Biology. This year they should have 6 of the 9 cells.
- They have signed up to be a part of Dr. Brashears CCFAL, Cultivating Communities for Formative Assessment that Advance Learning - how to implement ATLAS scores in your classes to focus your teaching on improving student outcomes
- Ms. Lucero will be out of the classroom all day next year to help Mr. Johnson with all things instruction including classroom observations.
- Mr. Johnson shared that he does not have the time to get into the classrooms as needed due to other responsibilities and assisting the Superintendent.
- Dr. Turker shared his concern over administration not making the time to get into classrooms.
- Dr. Rosilee Russell verbally expressed hostility toward Dr. Turker and the Department of Education regarding the F grade that they earned and their process for reporting.
- Dr. Phillip Russell, Dr. Rosilee Russell's husband, spoke to the group and accused Dr. Turker and the Department of Education of bullying and demanded they give his wife a formal apology.
- Dr. Turker remained calm and professionally ended the meeting and excused himself from the campus.
- The APSRC team stayed for classroom walk-throughs and building tours.
- Ms. Baroni of the APSRC met one-on-one with Dr. Rosilee Russell and emphasized the importance of Dr. Russell following up with the DESE charter office and Dr. Turker to determine what arrangements can be made to resolve the school administration's

conflict with attending the May 21st Charter Authorizing Panel meeting and ensuring that the school is in compliance with expectations.

- **Based on the conversation and classroom walk-throughs, the APSRC team identified the following three priorities with suggested actions:**
 1. Build capacity in Instructional Leadership
 - Building Administrators need to be trained in TESS, specifically the updated TESS Training provided by DESE this summer.
 - The building administration should establish and share the expectations for instruction with the 4 core teachers
 - All 4 core teachers should be observed with feedback at a minimum once a week.
 2. Math growth
 - The team identified in the data that math is an area of need. Since they are moving Ms. Lucero out of the classroom, they will need to hire an experienced math teacher with the ability to teach Algebra through Calculus.
 - There will need to be clarity on the math curriculum and its alignment to the state standards.
 - The math teacher should use Classroom Tools in ATLAS to monitor student learning of grade level standards and skills throughout the year.
 3. Finance and Leadership
 - The finance team needs support in how to utilize all of their allocated funds efficiently and effectively.
 - The business manager and CPA need training and support on recording and reporting in eFinance.
 - District-level administration and finance staff should seek training and support on how to analyze and track budget expenditures and revenues, including making adjustments during the current year.
 - Given the inexperience of some leaders, district and building level administration should seek out general leadership training opportunities throughout the year.
 - It is also recommended that the school board receive training on oversight (financial and academic), legal, and governance.