



BRIGHT HORIZON ACADEMY
LEARNING TODAY FOR A BRIGHTER FUTURE

BHA PGA: Next Steps

OCTOBER 20TH 2021

Questions and Answers

**Send your
questions:** www.slido.com
Event # 880425



Agenda

1. BHA Vision
2. BHA New Org
3. Advisory Committees
4. Current State: Staff & Expansion
5. Financial Update
6. School Calendar & Upcoming Initiatives
7. Q & A

1. BHA Vision

Rankings & Metrics

Academics matter

*(STEM Education, College Placements,
Career Guidance ...)*

Islamic teaching & Environment

Facilities

Student Environment & Experience

San Diego Area



Best High Schools for
Athletes in San Diego Area
#1 of 176



Best Catholic High Schools
in San Diego Area
#1 of 5



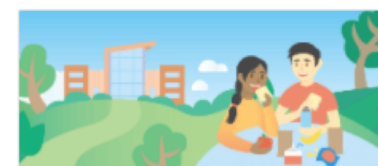
Best Private High Schools
in San Diego Area
#6 of 37



Best College Prep Private
High Schools in San Diego
Area
#7 of 35

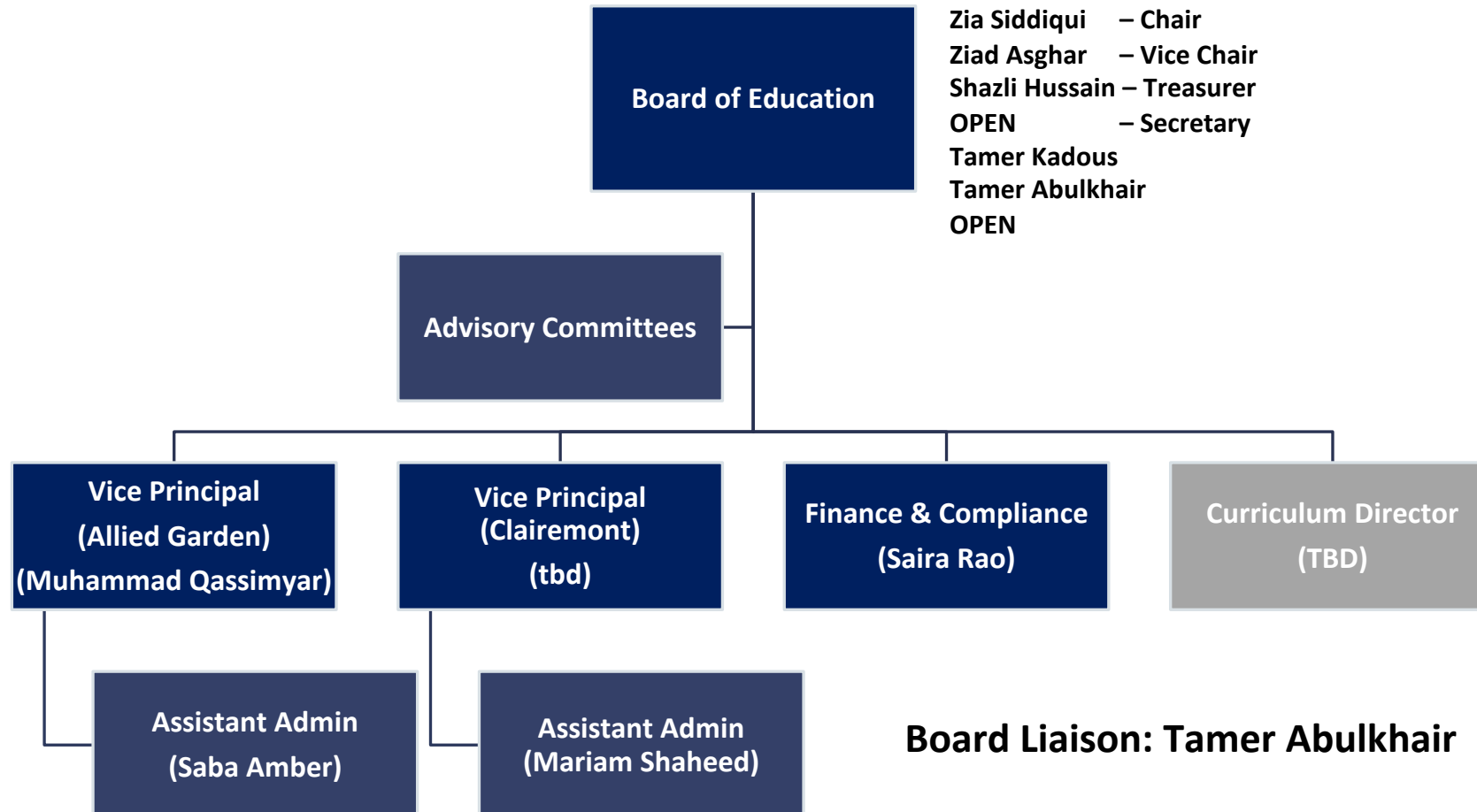


Best High Schools for STEM
in San Diego Area
#12 of 104



Most Diverse Private High
Schools in San Diego Area
#15 of 49

2. BHA Interim Org Structure (January '22)



Muhamad Faisal Qassimyar – Bio

Educational Background

- UCSD Graduate
- Masters in Education
- Teaching Credential
- Will be adding an Administrative Credential

Previous Employment

- College/Career Counselor (3 Years)
- UCSD CREATE Researcher
- Public School (3 Years)
 - Oceanside Unified School District (5th Grade)
 - Chula Vista Elementary School District (2nd Grade)

Community Involvement

- NOOR Sports League (Football and Soccer)
- SteamActionLab Summer Camps
- Youth Groups

3. Advisory Committees

- 1. BHA Growth Committee:** Scope of this committee would be to understand the growth needs at BHA specifically from a space perspective and then make recommendations on capacity, location, etc. Committee would come up with recommendations for a 5-year growth plan with eye on the upcoming school year to suggest changes that need to be made now to get BHA ready for the next year. **Members: Ahmed Salem, Fadumo Warsame, Dahlia Elkinawy, Futema Jafri, Pervez Mobin**
- 2. Student Experience Committee:** This committee would ideally be built up of BHA Alumni, parents/teachers and concerned community members. It would make recommendations on changes needed to make the student experience more inclusive, equitable and fruitful. **Members: Ruhi Kamran, Alumni**

3. Advisory Committees (contd.)

- 3. Academics Excellence Committee:** This committee would make recommendations on academics to bring it up to par to those at other private schools and, in time, surpass them. This committee should be made up of academics/Educationists and would make practical recommendations on changes needed in Elementary and Mid/High School programs to help insure BHA is using leading edge Pedagogical techniques. **Members: Nick Elmi, Khaled Morsi, Fatima Ismael**
- i. High School Sub committee: Members: Najwan Naser, Aisha Boulil, Mohammad Faisal**
 - ii. WASC Committee: Tauseef Kazi, Ahmed Sadeq**

3. Current State: Environment

- The idea of the committee started by an anonymous email from around 20 students
 - The email outlined problems in students' experience in BHA extending back to many years along the lines of favoritism, racism, uncalled for religious strictness, etc.
- We had first thematic analysis conducted by sis. Marwa Abdullah to extract common patterns from the emails
 - This can be good starting point for the committee to investigate the said claims and put forward plans to improve the school environment
- The goal is to have at least 50% of the members from school alumni as well as potentially current students

4. Current State: New Staff

☐ AG Campus (MS/HS)

- ☐ 8 new teachers (2 FT – 6 PT)
- ☐ Biology (HS)
- ☐ English (MS)
- ☐ Math (HS)
- ☐ PE (MS/HS)
- ☐ QIS (MS/HS)
- ☐ Science (MS)
- ☐ Social Studies (MS)
- ☐ Vice Principal

☐ CC Campus (Elementary)

- ☐ 4 new teachers (FT; TK – KG – 1st)
- ☐ 1 Admin
- ☐ 2 Support Staff
- ☐ Vice Principal (Open)

☐ BOE

- ☐ 1 FT new admin (Finance & Compliance)

4. Current State: Enrollment & Space

☐ Enrollment

- ☐ AUG 2021 (273) - SEP 2021 (270)
- ☐ Evaluating Elementary – Middle School – High School retention

☐ New classes added this academic year

- ☐ KG, 1st grade, increased enrollment in TK
- ☐ Classroom space leased from ICSD (expansion area) up to June (**Non-renewable**)

☐ New classroom space needed for 2022 – 2023

- ☐ Minimum: KG - 1st grade – 2nd grade
- ☐ Expansion: 3 – 5th grade (waiting lists)

☐ Expansion Plans

- ☐ Available space in AG campus
- ☐ BHA Growth Committee evaluating various options

5a. Some Data Points

150k

Est. monthly cost to
run BHA

650k

Est. cash in bank

4

months buffer before
we run out of cash

400k

Emergency PPP loans

2

months buffer without
PPP loans

175k

Past due
delinquencies

80k

Est. annual cost of
bus service

**2
years**

No tuition changes

6.5%

San Diego CPI
inflation index

5b. Financial Strategy

Optimize



Invest



Grow

Become more efficient at operations as we grow larger!

Reduce delinquencies (~\$175k)

Automate invoice & billing

Self service payroll

Easier expense documentation

Tuition structure

Bus services

Need to spend money to grow, but how do we decide?

Add new classrooms?

Offer school programs?

Staff training & development?

More bus options?

Rainy day fund?

What do we stop doing?

These are the results we hope to see insha'Allah

Increased student enrollment

Superior academics & environment

Improved campus and amenities

Sufficient staff coverage

Continued BHA expansion!

5c. Call To Action

Thank you for promptly paying your tuition. Please continue to do so.

Please support efforts to automate, digitize and improve billing and record-keeping.

Clear all past dues - delinquencies impact BHA's ability to operate and grow

Get involved in committees to decide on how and where we invest

6. Next Steps

**Interim Org
Structure in place
(January 2022)**

**BHA WASC
Renewal 03/22 –
Major**

**Advisory
Committee
Readouts
(March 2022)**

**AG Expansion
(Jun – August 2022)**

6. Upcoming Initiatives

- ❖ Streamline processes- (i.e. Monthly Tuition/ Billing)
- ❖ Expand Extracurricular Activity Options- (for both CC & AG)
- ❖ Collaborate with highly reputable establishments- (i.e. UCSD, Oregon, etc.)
 - ❖ Professional development for educators, explore new curriculum, mentor prospective student-teachers, college admissions workshops, resource exchange, online course exchange, etc.

Month	Mon	Tue	Wed	Thu	Fri
Aug 2021	16	17	18	19	20
	23	24	25	26	27
	30	31	1	2	3
Sep 2021	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	1
Oct 2021	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29
Nov 2021	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30	1	2	3
Dec 2021	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	31
	3	4	5	6	7
Jan 2022	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28
	31	1	2	3	4
	7	8	9	10	11
Feb 2022	14	15	16	17	18
	21	22	23	24	25
	28	1	2	3	4
	7	8	9	10	11
Mar 2022	14	15	16	17	18
	21	22	23	24	25
	28	29	30	31	1
	4	5	6	7	8
	11	12	13	14	15
Apr 2022	18	19	20	21	22
	25	26	27	28	29
	2	3	4	5	6
May 2022	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30	31	1	2	3
Jun 2022	6	7	8	9	10
	13	14	15	16	17

School Events	First Day of School	Early Dismissal
Holidays	End of Quarter/Semester	PGA Meetings

Notes
Aug 26 Meet & Greet Aug 30 First Day of School
Sept 1 Back to School Night - AG Campus Sept 2 Back to School Night - CC Campus Sept 6 Labor Day – No School Sept 8 PGA Meeting
Oct 1 Progress Reports Oct 4 Professional Development Day – Early Dismissal Oct 29 End of Q1
Nov 10-11 Parent Teacher Conferences – Early Dismissal Nov 24-26 Fall Break – No School
Dec 10 Progress Reports Sent Dec 20-31 Winter Break – No School
Jan 17 Martin Luther King Day – No School Jan 21 End of Q2/Semester 1 Jan 26 PGA Meeting
Feb 4 100 Days of School Feb 18 Professional Development Day – Early Dismissal Feb 21 President's Day – No School Feb 25 Progress Reports Sent
Mar 25 End of Q3 Mar 28-Apr 1 Spring Break – No School
Apr 3 First Day of Ramadan – No School Apr 13-14 Parent Teacher Conferences – Early Dismissal Apr 25-May 6 Ramadan/Eid Break – No School
May 3 Eid-ul-Fitr – No School May 13 Progress Reports Sent May 25 PGA Meeting May 30 Memorial Day – No School
Jun 15 TK Promotion/Awards Ceremony (Grades 1-4, 6-7, 9-11) Jun 16 KG Graduation / 5 th , 8 th Promotion Jun 17 High School Graduation
Jun 17 Last Day of School

7. Q & A

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