

Minutes from November 19 Board Meeting

Attendees:

Board Members: Madi Ford, Veronica Johnson, Mark Kutner, Tamara Wilds
Lawson, Karen Leung, Julie Meyer, Catherine Smith, Paul Sujik,
Eddie Trujillo, Rachel Zinn.

AoH staff: Leicester Johnson, Brian McNamee, Joy Bentley-Phillips
Carl Clemons, Summer Ellis, Richmond Onokpite, Audrey Reese

The meeting convened at 4:35 PM.

Mark Kutner began the meeting by noting the quality of reports by AoH in the Board Packet for the meeting. He indicated that the reports provide a comprehensive yet concise understanding of the respective AoH areas.

Mark asked for any comments on Minutes from the September Board meeting. Karen Leung asked that the minutes from the November 5 Executive Committee meeting include her question on whether the proposed Foundation's financial structures are included in the prospective By-Laws. Brian McNamee responded that it will be in a different document.

Rachel Zinn made a motion to accept the minutes from the September Board meeting. Eddie Trujillo seconded the motion.

The minutes were then approved by a unanimous vote without any absentions.

CEO Report

Leicester Johnson presented an overview of the CEO Report contained in the Board Packet. She reported that a new CASAS will be used by adult charters this year. Since the school's curriculum has not yet been adapted to reflect the new assessment Leicester and other adult charter schools will be discussing with the Charter School Board having the current year be a hold-harmless one.

The Race and Equity Assessment of AoH staff will be received by Leicester and the leadership team in November and findings will be discussed with the Board at the February meeting.

As presented in the Board Packet, Leicester noted that AoH is a Tier 2 school based on student performance last year, which is a good rating although AoH's goal is to be Tier 1. Leicester informed the Board that AoH became a Tier 2 school this past year because the Charter School Board has raised the requirements for schools to become Tier 1.

Julie Myers ask about the ratings of other adult schools. Leicester said that only two adult charters were rated as Tier 1 last year: Carlos Rosario and Bryia. Leicester indicated that there is still no consistency about how different adult charters calculate numbers used in determining a school's rating. She noted that AoH follows stringent methods established by the Data Accountability team according to accepted statistical standards.

Leicester discussed this issue with the Board a couple of years ago before most current members joined the Board. It was brought up with Charter Board staff at that time and remains an issue. Leicester will again discuss the issue with Charter School staff this year.

Rachel Zinn asked whether response rates are similiar among schools to surveys of graduates. Response rates are one factor used in determining a school's Tier rating. Leicester wasn't sure and will see if she can obtain this information.

Leicester reported that the Charter School Board Executive Director, Scott Pearson, is leaving at the end of the current school year. Scott's departure follows last year's departure of his deputy.

The recent fire at AoH's Ward 8 facility was discussed by Leicester. Although a minor fire with no damage to the space occupied by AoH classes have been located until the new semester in January because of a dispute with KIPP about which organization is responsible for fire repairs in the Church, where mostly all of the damage caused by the fire was. The disruption of classes has resulted in 40 percent student reduction due to cancellation of one class week and the temporary location of classes not being as easily accessable to students.

KIPP initially maintained that AoH is responsible and our lawyer indicated that KIPP is responsible. After some delay KIPP is finally moving ahead with its insurance company to fix and pay for damages sustained by the Church. Brian indicated that signs are pointing for the AoH insurance company that costs for renting a temporary facility and moving equipment will be covered.

Leicester indicated about the way KIPP has been handling the aftermath of the fire. Paul Sujik asked if the situation with KIPP raises any concern about working with KIPP on the lease over the next 15 years. Leicester and Board member all said that there are concerns.

Eddie Trujillo expressed his concern that the attorney representing AoH on the lease was the original lawyer representing KIPP when it initially leased the space from the Church and suggested that AoH obtain an opinion from a second lawyer. Madi Ford and/or Eddie will work with Brian to identify a second attorney.

As the CEO Report section of the agenda concluded, Rachel Zinn congratulated Leicester for the multiple grants she is receiving for activities that are consistent with what the Board had in mind for her.

September Financials

Brian McNamee reviewed the September financial reports. The 2020 program budget was based on a projection of 500 students and will be increased to the 513 enrolled students.

Also noted by Brian was the annual audit was completed in September. The draft findings will be shared with the Finance Committee and available for full Board review at the February Board meeting.

Leicester said that an additional \$11 million dollars is being made available to DC charter schools in January 2020. AoH will receive a share of the funds although it is currently not known the criteria to be used for distributing the funds among the charter schools.

Karen Leung asked about the line item showing AoH is approximately \$90,000 under in expenditures for salaries. Brian replied that those funds are being spent for contract employees instead of for teacher salaries and that AoH is actually spending \$90,000 more when the expenditures are combined.

Karen also inquired about the \$131,000 variance for other anticipated activities. Brian indicated that it is because **BRIAN PLEASE COMPLETE**

Development Committee

The Development Committee Board presentation consisted of two components: (1) an update on the 35th Anniversary Gala and (2) Involving Academy of Hope Leadership Council with the Board. Joy Bentley-Phillips said that a kick-off breakfast was recently held to attract sponsors and other donors for the 35th Anniversary Gala. A number of Host Committee members who have committed to \$10,000 donations have signed on to the event. Joy indicated that it is most difficult to get Exhibit Title sponsors. She indicated that the plan is to draw on career pathway partners as gala sponsors. Joy and Maddi Ford asked Board members to give them the names of any possible corporate or other sponsors that might be in their respective circles.

Joy updated the Board about the Leaders of Hope Council which she began last year. The current Council consists of 13 individuals and they have had their first election for leaders. The Council is currently raising funds to purchase gift cards for students to help for Thanksgiving. About \$700 has been raised by the Council.

Joy will develop a plan for involving the Leaders of Hope with the Board. Mark mentioned that Leaders could serve on Board committees and asked that he and Joy meet before the next Board meeting to discuss the specifics of her plan, which could include attendance at Board meetings as well as committee membership.

Diversity/Equity/Inclusion Initiative

Mark discussed work he and the Executive Committee have conducted since the September Board meeting, making reference to the Summary of the Executive Committee meeting in the Board packet. The Executive Committee proposed developing a plan and schedule to continue work on the Diversity/Equity/Inclusion Initiative (DEI). The consultant had requested perhaps a Board dinner to provide an opportunity for the Board to become fully immersed in DEI. The Executive Committee felt uncomfortable with this because of concerns by Board members over time commitments. Mark noted that the full commitment of the Board is necessary to continue with the DEI work and that he did not want to have the Board go through the motions if

members are not committed to the work.

Some Board members indicated that with their time commitment to AOH committee meetings as well as full Board meetings they are unable to allocate additional time this year for DEI meetings. Madi asked for additional information as to how Board members are going to use the skills developed at DEI development as Board members. Also, she wants to understand from Leicester the reasons DEI training is important for Board members. Other Board members endorsed the initiative and its importance, especially if targeted for AOH.

.Leicester explained (**LECESTER PLEASE COMPLETE IN SENTENCE OR SO**)

Tamara Wilds Lawson said that she supports conducting this work and also understands that the next months will be busy with the 35th Anniversary Gala. She suggested that a plan and schedule for Board DEI work be developed by Leicester for Board review as this was the approach suggested by the Executive Committee.

At the February Board meeting Leicester will share her plan and the DEI report based on AOH staff will be shared with the Board.

Foundation Update/ Discussion (article, bylaws)

Brian informed the Board that the bylaws for the new Foundation have been drafted to ensure AOH doesn't lose control over the foundation.

The issue of potential Board members was raised by Board members. Madi asked for legal guidance on the matter noting the potential requirement for minimal overlapping of members for the two organizations.

The Board asked Brian to have AOH's legal counsel on the establishing the new foundation to attend the next Board meeting to answer questions from the Board.

Strategic Plan Discussion/Next Step

Leicester reviewed the memo prepared by Ampersand & Education summarizing the outcome from the meeting with the AOH meeting with the Board Committee on Strategic Planning. During the meeting, it was determined that the five year Plan should include two components. A two-year plan to systematically collect and analyze data that will inform a three-year plan. Positioning AOH for growth is the objective of this approach. Activities discussed AOH will conduct during the first year include a competitor analysis and a SWOT. During the second year the data will be analyzed and a three-year plan prepared.

Leicester said that this type of approach will be useful for obtaining Clark Foundation funding because AOH needs to be clear with the Clark Foundation about how a potential grant will be specifically used. Leicester agreed that with a February approval of the Strategic Plan May is a reasonable time for the Board to have the Operational Plan.

Karen conveyed two thoughts she had. First, the Strategic Plan's goals should be update to incorporate the focus on diversity, equity, and inclusion. Second, the budget presented for the

Board's review should line up with the Strategic Plan and Operational Plans for next year.

Closing

Audrey Reese mentioned the December 19 holiday party for staff and invited Board members to attend. They will also receive a written invitation to the event.

Meeting adjourned at 7:30 PM