



Statesmen College Preparatory Academy for Boys PCS

DRAFT - August 22, 2020 Board Retreat Minutes via Zoom

1. **Board Members Present:** Nicole Solomon Mitchell, Ray McKenzie, Shawn Hardnett, Satira Streeter Corbitt, Sandi McCoy, Samantha Barbee, Alicia Adams, Raymond Weeden, James Cadogan, Bisi Oyedele, Juan Pagan, Bernie Woolfley, and Greg Van Houten.
2. **Board Members Absent:** Mary Brown
3. **Staff Members Present:** Amanda Bloom, Rictor Craig, and Sharonda Mann.
4. **General Announcements and Welcome**
 - a. Welcomed new board members, Juan Pagan and Bernie Woolfley, and noted their professional financial expertise and background.
5. **2019-20 Board Goals Review**
 - a. Built strong academic dashboard.
 - b. Strong Academic Committee under leadership of Alicia Adams, which, among other things, conducted observations that assisted school leadership.
 - c. Strong financial audit.
 - d. Reviewed and refined sexual misconduct and harassment policy.
 - e. Developed relationship with real estate professional to assist with seeking future facility.
 - f. Further developed list of school “influencers”—we now have more than 100.
 - g. Conducted diversity training.
 - h. Implemented new trustee orientation protocol and onboarded two new board members.
 - i. Began work on transparency policy.
 - j. Achieved 100% board financial giving.
6. **High-Level Discussion of 2020-21 Board Goals and Other Notes**
 - a. Key is supporting Shawn Hardnett (CEO/Founder) and his leadership team.
 - b. Assist with building out middle school program to ensure that our students are prepared for high school
 - c. Continue work in space of diversity, equity, and inclusion.
 - d. Key word for 2020-21 is: courageous. We will need to work hard during this unique school year to achieve the best results possible for our students.

7. 2019-20 School Year in Review and School Leader's Thoughts

a. *Strengths*

- i. School feels as though Board is focused on key issues and highly functional.
- ii. Strong relationship between Board Chair and Head of School.
- iii. Year 2 is a difficult year for many new schools, and we also moved locations and were handed COVID-19, yet we had a strong year.
- iv. Strong retention of staff (~ top 10% in the District).
- v. Revolutionary mental health program for faculty and staff.
- vi. Strong development of staff.
- vii. Managed to keep strong school culture during COVID-19 and distance learning.
- viii. Use of Lavinia to assist with reading program has led to reading growth.

b. *Areas for Growth*

- i. Enrollment is lagging (likely due to COVID-19).
- ii. Noted need to develop an even stronger math instructional program.
- iii. Collecting reliable data during COVID-19 was/is challenging.
- iv. Technology is affecting academic growth (need to ensure that all students have reliable remote access).

8. Discussion of Academic Data

- a. Reliability of data warrants additional attention given that assessments were given from distance and not taken under the ordinary circumstances.
 - i. On Track
 1. Continued to outpace goals on attendance (95-96% + in-seat attendance), re-enrollment, student discipline (low suspension rate—much lower than District average), and other student health markers.
 - ii. Mixed Results
 1. Staff received considerably greater instructional support, mental health support, and PD, yet some staff members still reported some concerns with institutional culture.
 - iii. Concerns
 1. Noted need to develop an even stronger instructional program, including with respect to math.
- b. Discussed MAP's COVID-19 loss projections.
- c. Reviewed Zearn Badge Production before/after onset of COVID-19.
- d. PARCC and MAP data for reading shows growth; but, again, reliability of data is questionable.

9. Staffing

- a. Several new teachers joining the staff.
- b. *Overstaffed* for beginning of 2020-21 school year.
- c. Strong hires for Y3.
- d. Secured City Year partnership. City Year is providing seven staff members.
 - i. One-on-one intervention and tutoring, etc.

10. Academic Discussion

- a. Academic content is being uploaded so as to be available online.
- b. Lavinia contract renewed.

11. 2020-21 Board & School Goals Discussion

- a. Increase instructional time and engagement by upgrading technology (internet connectivity, etc.).
 - i. Discussed possibility of FT-at home computers (new) and FT-at school computers (Chromebooks).
 1. ~ \$600/student for computers.
 2. ~ \$25/month for each family for internet access.
- b. Further develop institutional and staff culture.
 - i. Need to ensure all staff take culture survey.
- c. Middle School Planning
 - i. Backwards planning from goals.
 - ii. Opportunities for students to learn outside the building (field trips, Frederick Douglas presentations, etc.).
 - iii. Allowing for more freedom and independent choice.
 - iv. Develop opportunities for athletics.
 - v. Discussed clear middle school curriculum.
 - vi. Developed potential task force to understand how to pipeline to top-performing area high schools.
 1. Focus on strong common core curriculum.
 2. Strong performance on MAP and PARCC will correlate to acceptance at top-performing area high schools.
- d. Further develop fundraising.
 - i. Discussed “Telling Our Story” & expanding our network.
 - ii. Seizing the moment with respect to racial equity.
 - iii. Discussed need to have an “elevator pitch” at the ready, and supporting materials to use to show how Statesmen gives our students and community something different. Discussed leveraging board on-boarding materials.

12. 2019-20 Board Self-Assessment

- a. Discussed need to ensure that all board members feel heard and have a voice.
- b. Strong board response with respect to focus on student achievement.
- c. Need to develop CEO succession plan.
- d. Need to further develop strategic plan.
- e. Discussed maintaining and further developing diversity of Board and Executive Committee.

13. Diversity, Equity, and Inclusion Discussion

- a. Discussed racist vs. anti-racist concept, as discussed in book by Ibram X. Kendi.
- b. Discussed need to further prioritize issues of diversity, equity, and inclusion.
- c. Discussed action items to ensure that Board prioritizes an anti-racist agenda (*e.g.*, starting each board meeting with an anti-racist lead in).

14. Adjourned at 2:36 PM EST.