

Breakthrough Board Minutes  
2/10/2022

Attendance:

X	Keith Whitescarver, Chair
X	Katie Brown, Secretary
X	Sara Suchman
X	Chris Lohse
	David Bagnoli
X	Rachel Kimboko
X	Michael Bing, Treasurer
X	Vivek Swaminathan
X	Kendra Harpster, SHA President
X	Emily Hedin
X	Hannah Richardson
X	Kat Park
X	Michael Watts, EdOps
X	Waseem Abbas, EdOps

Community members: Sarah Raskin, Adaku Onyeka-Crawford, Juliette Berg, Theodore Lutz

1. 5:09pm: Call to order & Welcome
2. Approval of the Minutes from December 9, 2021

Motion: Michael moves to approve the minutes.

Second: Chris

A	Chris Lohse	A	Michael Bing
---	-------------	---	--------------

	David Bagnoli	A	Rachel Kimboko
A	Katie Brown	A	Sara Suchman
A	Keith Whitescarver	A	Vivek Swaminathan
A	Kendra Harpster		

A=aye; N=nay

### 3. Executive Director's Report & Student Data review

- a. COVID: 62 cases since winter break
  - i. Instituted test-to-return policy to return after winter break, MLK break, Feb break, and spring break
  - ii. Test to stay, no longer quarantine after a positive case in the classroom
  - iii. Distributing antigen tests to all staff and all PreK students every Friday, plus surveillance testing in grades K-4
- b. Playground: Phase 1 completed
- c. Applied for OSSE facilities grant for outdoor classroom, \$70K provided by this grant, will start phase 2 in march
- d. Lottery open for 22-23, 300 applications, 140 rank Breakthrough in top 3
- e. Finance
  - i. Strong financial position, 115 days of cash on hand, DSCR of 2.31
  - ii. Cash on hand reflects ongoing staffing challenges; dedicated aide positions especially hard to staff—hard work, one of the lower-compensated roles in the school
    1. We use substitutes from Casa Lala
    2. Could the Department of Employment Services be a resource to supplement these salaries and make these positions more attractive?
  - iii. Starting 22-23 budgeting process in March
  - iv. Work on salary schedule: we're at the 42nd percentile citywide
    1. Above the median at either end (new and veteran teachers), but in the middle for mid-career teachers
  - v. Has salary figured into staffing challenges?
    1. Most departures have been for positions more closely aligned with personal interests
- f. Academics
  - i. CLASS observations happening
  - ii. Breakthrough has been selected to participate in NAEP
  - iii. PARCC coming in May (grades 3-4)
- g. Winter assessment data
  - i. Leadership retention plan includes a goal for school leadership to enhance their proficiency and comfort with data
  - ii. We are seeing improvement from fall to winter

- iii. Goal: 100% of students experiencing growth
  - 1. 74% of K-2 have grown in reading, 69% in math
- iv. Our interventions (Orton-Gillingham, individual and small group interventions, & reading partners) are producing results
- v. iReady data indicate that if the PARCC were administered now, 50% of students would pass
- vi. There is still work to be done, but this data reflects how far Breakthrough has come, even since before the pandemic

4. Public Comment

- a. None

5. New Business

- a. Executive Director's 360 review
  - i. Question of timing; Emily's coach has completed her 360 after interviewing 8 stakeholders, Emily has received her report
  - ii. Next step: identify goals for growth and improvement based on this data
  - iii. Board 360 is for performance review purposes; perhaps the next step is to review prospective third parties who could do this work
- b. Recruiting and onboarding new board members

Motion: Vivek moves to move to closed session

Second: Katie

A	Chris Lohse	A	Michael Bing
	David Bagnoli	A	Rachel Kimboko
A	Katie Brown	A	Sara Suchman
A	Keith Whitescarver	A	Vivek Swaminathan
A	Kendra Harpster		

A=aye; N=nay

Motion: Rachel moves to return to open session

Second: Katie

A	Chris Lohse	A	Michael Bing
	David Bagnoli	A	Rachel Kimboko
A	Katie Brown	A	Sara Suchman

A	Keith Whitescarver	A	Vivek Swaminathan
A	Kendra Harpster		

A=aye; N=nay

6. 6:30pm: Adjourn