

Board of Trustees
Meeting Minutes
March 22, 2022
Meeting conducted via Zoom

Members Present:

Erin Albright
Andrea Deadwyler
Kemba Hendrix
Christina Jones
Roxana Mondragon- Motta
Jeff Nellhaus
Pamela Taylor
Jennifer Ubiera
Sterling Ward

Admin Present:

Tracy Wright, *Chief Executive Officer*
Charlotte Spann, *Executive Director of Schools*
Will Henderson, *Executive Director of Operations*
Monya Bundy, *Executive Operations Coordinator*

Opening

Ms. Albright called the meeting to order at 6:02pm.

Approval of Board Meeting Minutes

Ms. Albright asked for a motion to approve the February 2022 meeting minutes. Mr. Nellhaus moved to approve the minutes, and Mr. Ward seconded the motion. The motion was then approved unanimously.

CEO's Report

PARCC Testing:

After two years, PARCC testing will resume this Spring, and will be mandatory for Grades 6-10. Instructional audits have been conducted to monitor student learning and identify key strategies to focus on in preparation for PARCC administration. Additionally, PARCC test security training and infrastructure trials have been held over the course of the month to ensure our testing methods are successful and valid. PARCC scores will not be reflected in the Performance Management Framework this year.

Community:

Though the Mayor has ended the indoor mask mandate for DC schools, Paul's position is as follows:

At this time, at Paul PCS, we plan to remain a "mask-on" community. In our assessment, we have established that consistency diminished distractions and the pivot between masking and un-masking would disrupt that familiar method we currently maintain. We may reconsider this after spring break dependent on COVID case data and the weather, but at this time do not intend to remove the mask requirement indoors. Masks will be optional outdoors, but we will continue to require weekly testing of staff and offer testing for 20% of our students on Thursdays.

Strategic Plan 2022-2025

Dr. Wright shared the following priority areas and strategies developed with our consultants at DeliverEd:

- Increase scholar access to rigorous and differentiated content so that every student achieves at his/her highest potential
 1. Monitor and respond to student progress to ensure all scholars are on track, prepared for, and have access to postsecondary options including college exposure strategies
 2. Develop a comprehensive 6th - 12th college access program, including mentorship and college visits and an alumni support network
 3. Implement a differentiated approach to instructional coaching
 4. Improve leadership capacity to support teaching staff to effectively utilize the available technology to support student learning.
 5. Creation of high-quality recovery, enrichment, and acceleration supports and opportunities
- Enhance our culture to create a safe, joyful school environment for all scholars
 1. Expand programming to positively impact the comprehensive health and wellness of all Paul students (food, exercise, health and wellness, etc)
 2. Create athletics and non-athletic programs to effectively serve students well.
 3. Create and implement a comprehensive school culture plan that focuses on high academic expectations and clear behavioral expectations for all students and staff
- Deepen family and caregiver collaboration and engagement
 1. Develop and implement a parent engagement strategy to ensure we practice compelling, consistent parent communication and strengthen parent collaboration with the schools.
 2. Address gaps in our current home/school communications program
- Effectively promote equity and support for special populations
 1. Develop and implement a holistic support process for students who are EL and SPED to ensure they are on-track and have access to postsecondary options including college exposure strategies
- Recruit and retain high-quality staff
 1. Create incentive-based programming to attract high quality staff to our org (salary scale adjustments, performance-based bonuses, autonomy and flexibility regarding schedules and requirements)
 2. Actively hire to address and accommodate our Spanish speaking community, specifically within leadership teams
 3. Address current gaps in performance management routines, including implementing regular meetings with administrators (explicit work around establishing a shared organizational understanding of what constitutes excellent instruction).
 4. Ensure the performance evaluation process is authentic, transparent, and effective
 5. Actively implement strategies to elongate staffs' commitment to working in the field of education and to attract new talent to the profession
 6. "Provide a clear plan for supporting first- and second-year teachers to ensure their growth quickly on behalf of our scholars"

7. Prioritize creating a leadership pathway for career development for high performing staff members
 8. Support meaningful, consistent initiatives to create and maintain positive staff morale and stabilize staff attrition.
 9. PD outside of Paul and outside of DC
- Safeguard and ensure our organizational sustainability & future growth
 1. Expand grade level offerings to serve a greater population of Washington DC students
 2. Through a multi-year strategic financial plan, ensure we (1) understand & account for the sustainability of funding sources; (2) invest strategically in core curriculum rigor and a diverse non-core curriculum; and (3) provide sustainable support for positive culture initiatives. (4) Improving overall facilities plant ensuring it can respond to programmatic needs (5) Identify potential off site expansion location for executive staff
 3. Create an internal recruitment and marketing plan that will attract new students and retain current students, including a calendar of events for the recruitment of new students and the retention of current students
 4. Create strategy for “pulse-check” to provide consistent ongoing feedback from all stakeholders including faculty, staff, parents and students - comprehensive and timely feedback.

Strategic Plan Process Timeline

- March 22: Board will discuss high level priorities and review process
- April 7: Plan Writing Day
- April: All committees discuss plan
- April 18: Executive Committee will review the draft document and provide feedback
- May: Present final draft of the strategic plan to the full board
- May-June: Open comment period
- June: Full board vote to adopt the plan

Throughout the implementation of the 2022-2025 Strategic Plan, Paul will continue to use appropriate resources as financial investments to address our academic goals. These numerical goals will be fluid, adjusting to any milestone shifts that may be necessary in accordance with any shifts in populations served.

Treasurer’s Report

The SY 22-23 budget writing process has begun and will be discussed with the full board in April. The budget will be voted upon in May.

Closing

There being no further business to address, Ms. Albright adjourned the meeting at 7:12pm.