



## Board Minutes

November 18, 2020

La Academia Partnership Charter School, Virtual via Zoom

Board Members Present: A. Ceara, C. Boyd, C. Ted Darcus, O. Rivera, C. Wagner, K. Hammel, C. Graupera, V. Ramos, A. Evelyn,

Board Members Not Present: L. Silva,

Entity Liaison Present: S. Almanzar, T. Henley, T. Jones, B. Smith, S. Rally. A. Lopez

Minute Recorder: A. Ferg

Guests: B. Booher, N. Garress

### I. Welcome -

A. A. Ceara called the meeting to order at 4:06 pm.

B. October minutes were presented. C. Wagner made a motion to approve the minutes as presented. K. Hammel seconded the motion. Motion passed unanimously.

II. Consent Agenda - Consent agenda presented. There are no items on the agenda and no items were added.

### III. Reports

#### A. CEO Dashboard - Tommy Henley

Tommy highlighted a staff member - Nicole Garress

She is our school counselor and serves on the school leadership team. She focused on the Social Emotional health of both the scholars and the staff. She has been with us for 2 years and has been vital in our refounding. Tommy wanted to highlight Nicole because we talk a lot about frontline workers and Nicole has been at the front of that. She has been making the home visits to help scholars to be successful and to help families.

Nicole said that the home visits has been the highlight of this time because she gets to see the families and share our story with the community.

A. Ceara thanked Nicole for the great job she has been doing.

i. Instructional Focus Area - Teachers will focus on writing effective lesson plans that align with scholar needs. They will spiral skills to focus on re-teaching skills that are not mastered. Teachers are focusing on what they want from the scholars - teachers are doing the work themselves so they know exactly what scholars should do. Teachers were also introduced to Power Standards provided by PDE - standards that must be taught so scholars will not have gaps in later grades.

ii. Scholar Data - After Summer School in November, 6 additional scholars were able to pass. A total of 83 scholars improved to a passing grade in at least 1 class. Additionally, 100 Fs were turned into passing grades. As a reminder, Q1 will only count as 10 percent of their final grade. Teachers say they are seeing an increase in work submission. S. Rally was excited to see how many scholars took advantage of the Summer School in November. Q2 pass rate is improving in 6th grade and 10th grade. 7th Grade will take intentionality again as they are struggling.

iii. Personnel - No personnel changes

iv. Financial - The surplus is the same - \$262,092.90. The spending is right where it should be. The preliminary audit will be available to review in December. This is taking longer because we moved to a new auditor. As of right now, there are no significant findings.

We do whatever we can to support families - including grocery deliveries. We have provided over \$15,000 in groceries to families this year. We were awarded the No Kid Hungry grant for around \$70,000. This includes a new refrigerator which will allow us to have more food on-site. Scholars will be able to pick up a dinner in addition to their breakfasts and lunches on Monday. Some funds will be used for the Food Service program. This grant also links us up with other organizations across Lancaster to hopefully move us towards opening a food pantry at the school.

C. Boyd gave kudos to the team for doing this and recognized what this does for the scholars. When they are hungry, it is hard to focus on learning. This will have a big impact on the kids.

v. COVID-19 Update - The cases have drastically increased. Board members can review Tommy's notes from the Superintendent's meeting. The number of cases and the PCR for Lancaster County continues to grow. Over half of the counties are in substantial transmission yet schools remain open. LAPCS decided to close at a PCR of 5% and not give false hope. We are working on making the virtual model the best it can be. PDE and the DOH are recommending that all schools be fully remote at this time.

There has been 1 more positive case since our last meeting making 2 positive cases at LAPCS now. It was a member of the basketball team. No coaches or

other team members have shown symptoms or tested positive. They have all quarantined for 14 days.

The staff is appreciative of the board for keeping their safety in mind.

vi. NTN Survey Data -

a. Scholar Survey - Tommy shared the data from the NTN Scholar Survey. Scholars noted they have opportunities to collaborate but they feel like their teachers are moving way too fast. When scholars were asked if they take ownership of their work, there was a wide array of answers but it was evident that scholars take ownership of their lack of participation in their learning. Scholars also felt welcomed and respected at the school. V. Ramos commended the team for making scholars feel welcomed. Scholars also identified that they feel connected to their teachers and their teachers are available to them. Scholars also noted that the learning is active and clear, but they don't have enough time to do it. Additionally, they noted that their needs are not always met. Scholars feel that support is easy to find and the technology is easily accessible. However, they do not feel connected to other scholars. The school provides opportunities for post-secondary education and jobs. Scholars do feel they need more help with job hunting skills. 75% of scholars are happy at the school.

b. Teacher Survey - Teachers are comfortable in the feedback environment. Teachers also feel there was not enough time for the learning. Teachers also felt there was not enough collaboration time for scholars. Teachers also noticed the effort put into post secondary opportunities. Teachers noted the purpose of LAPCS is scholar achievement and closing the opportunity gap for black and brown scholars. The current focus for teachers is high expectations. Teachers noted several challenges including being overwhelmed with new systems, virtual learning engagement, and feeling overburdened.

A. Lopez mentioned not 1 teacher mentioned work/life balance as a challenge. She knows teachers are working all hours because she has gotten calls at 8pm, talked for 30 minutes, and gotten on Zoom. They have not let it show to parents or scholars if they are frustrated. They only show that they are invested in kids.

S. Rally said it's worth it. If a scholar gets off work at 8pm and that's when they can meet, then he will meet with them at 8.

V. Ramos suggested sharing this data with the teachers since it is clear we are working on these challenges.

Teachers shared some support they wish they had. Many of the asks were for continued support in what we are doing.

Teachers shared the strengths they see including feedback, humility, transparency, and motivation.

The leadership team will meet on December 21 to do a data deep dive into these surveys. They will then create an action plan for Semester 2.

vii. Semester 2 Focuses - Action plan will be develop December 21

a. Scholars -

- Reduced curriculum to 40% - speed
- Focus on productive struggle - teachers giving the answers
- After school program, circle - peer to peer interactions

b. Teachers

- Scaffolding Professional Development - individual scholar needs
- Positivity Emails - Focus on what we are doing well
- PBL/Engagement - December Meeting

viii. Extraordinary Give

The Extraordinary Give is coming up on November 20. It is all virtual this year. We are seeking 100% from the Board this year - whatever you are comfortable giving. The minimum is \$10. Nothing is too small. Colleen went to a Staff meeting last week so all teachers can be champions for the school.

ix. Teacher/Parent Comments - no staff or parent concerns

B. Finance Committee - T. Darcus

Monthly finances are in order. Credit line was renewed. Form 8868 extension filed. When the transition from SACA happened in January, there were some taxes that were submitted incorrectly. An extension was needed but everything will be squared away with the IRS by the end of the year.

C. Planning/Development Committee - O. Rivera

The Extraordinary Give is Friday. K. Hammel has asked for 3 contacts from everyone for the Strategic Plan. Only 2 people need to get back to him. The importance of an integrated calendar was also discussed. This will allow the board to see the big picture - deadlines, school events, etc. O. Rivera will reach out to Tommy to discuss.

D. Governance Committee - A. Ceara

Revisions were made to the Strategic Planning. There is also a self-evaluation for each trustee. One question is about attendance to events. This will therefore

not be approved until the Master calendar for board events is complete. There is also a board evaluation to be done in December and June. This will be used to improve the overall effectiveness of the Board.

Tommy shared the decisions making of other superintendents. Tommy also asked about a line of credit that had not been used. The Governance committee passed that to the Finance Committee.

C. Graupera reflected on where we are versus where were not that long ago. Tommy is a strong leader that the school needed. He has built a strong leadership team and a strong team of teachers that is focused on learning. We were not here and it is great to see that.

IV. Action Agenda Items -No Action Agenda Items

V. New Business - No New Business

VI. Public Comment - No public comments

VIII. Adjournment - A. Ceara adjourned the meeting at 5:05pm.