

**Hope Charter Leadership Academy
Minutes of Board Meeting (Final)
October 19, 2016**

Members Present: Chip Anderson, Anna Neal Blanchard, Nancy Duran, Barbara Engram, Mike Gray, Pamela Jamison, Joel Kamyra, Leonard King, Tom Mann, Tucker Mann, Willette Morman, Walt Sherlin, Robin Vincent

Non-voting Members: Clarissa Fleming, Beth Burrus

Staff: Cher Perry

Members Absent: Ken Mack, Lee Snipes, Elizabeth Williams

The 4th meeting of year was called to order at 8:06 a.m. by Mr. Sherlin.

- I. **Welcome and Pledge of Allegiance:** Mr. Sherlin asked Mr. Tom Mann to lead the Pledge of Allegiance.
- II. **Approval of October 5th Board minutes:** **Action:** **The minutes of the October 5, 2016 meeting were approved with one correction from Mr. King noting that Nate in the Personnel report is from Covenant. Mrs. Jamison will distribute the final draft with the correction by email.** Subsequently, it was learned that Nate is a representative from Cornerstone.
- III. **Review of meeting with Charter School Advisory Board (CSAB):** HCLA was represented by Mr. Sherlin, Mrs. Fleming, Mrs. Perry and Mrs. Jamison. The following points were shared by Mr. Sherlin, Mrs. Fleming and Mrs. Jamison:
 - Mr. Sherlin reviewed the mClass data, which is a measure of performance, and the 2015 Scatterplot (attached) which is a measure of growth comparing Hope students to similar students in each WCPSS school. Hope had the highest percentage of economically disadvantaged students of any school. Hope's growth score was among the highest and in many cases significantly higher than many WCPSS schools. The 2016 scatterplot has not been developed but Hope would have had to fall within the +2 ...-2 range to meet expected growth. Our growth was -2.66 for 2016, outside the measure required.
 - Our students had been doing better before Common Core when the standards were raised and incorporated higher level thinking skills. We have not been able to consistently implement curriculum and assessments aligned with the new standards that result in satisfactory test scores.
 - Hope was not prepared with the presentation that was expected. The CSAB felt that we were not only unprepared, but not serious about our performance deficiencies and didn't know how to address them. Hope did not have the presentation expected b/c it had been misinformed by the Office of Charter Schools (OCS) that we could only have a one page document, that CSAB would present information to which Hope would respond. The Hope staff and board were surprised and disappointed with 2016 EOG scores as the indicators from mClass assessments were positive and suggested that our children were progressing. When the scores were received, Hope reached out to the OCS for assistance in reviewing curriculum and the assessments used, but were told that the office did not have anyone who could provide that assistance. It was at this point that Hope reached out to a former consultant at OCS who has been consulting with us since that time.
 - During the course of the meeting a motion was made to revoke the charter. However, after much discussion Hope was invited to return with a board approved Academic Strategic Improvement Plan on November 16 at 8:35 a.m.
 - Dr. Keebler Williams, the consultant from OCS who made a site visit to Hope on September 29, reported at the very end. She referenced the LIM program and stated that she was impressed with the leadership culture, but that success now needs to be focused on academics.

- A few members were supportive and offered suggestions; however, as a whole the members were not aware of the misinformation we had received and the lack of response to our request for help when we received the scores in the summer.

IV. Discussion – Improvement plan presentation to CSAB in November: All members participated.

- a. **Components of the presentation**—Data from the last several years must be included. Mr. Sherlin cited a framework from another school that encompassed the 3 major school factors: curriculum; instruction, and assessment. Hope has a strategic academic improvement plan that could lend itself as a format that targets all those areas and even includes professional development with instruction and has the level of detail necessary for the specificity required by CSAB. The presentation needs to address the growth points and questions Dr. Williams addressed in her site visit report. It should include visits to other schools recommended by the CSAB and others. The plan must list major changes and improvements, minimizing the explanations, but helping the CSAB know what we did and then help them to understand where we want to go. The plan should emphasize work on the assessments, practice tests similar to the style of EOG and interim reporting. The plan will include the guidance of an educational consultant, Lisa Swinson, former consultant with OCS who will be available to assist in all phases of the strategic academic improvement plan. **Action: Mr. Sherlin moved that we engage Ms. Swinson as an educational consultant to assist with the presentation before the CSAB and the implementation of the strategic academic improvement plan during the 2016-17 school year. Mr. Sherlin agreed to vet Ms. Swinson with the OCS before the motion was acted upon. Motion was approved.**
- b. **Development responsibilities, timelines, and review of presentation**—The plan will be written by school leadership, Mrs. Fleming and her team with oversight and guidance from Ms. Swinson. A subset (Mr. Tom Mann, Mr. Sherlin, Mrs. Vincent, and Mrs. Jamison) of the Education team will be responsible for reviewing and critiquing the first draft of the plan prior to being vetted by the full Hope board. The tentative schedule laid out is as follows: the **first draft is due by October 28; the final draft and Hope board vote on plan is due by November 4; and the practice presentation is due by November 9.**
- c. **Board approval of plan**—The Hope board must approve the plan before it is presented to CSAB on November 16. The **Hope board will vote on the plan when the final draft is due on November 4.** Communication thoughts were shared during this discussion to include a letter to Hope parents explaining the potential consequences of the low performance on 2016 EOG's and its appearance before the CSAB. The letter will be sent home when school resumes on October 24. Verbal communication about these circumstances with other community partners is appropriate.

V. Executive Session: The Board moved into executive session from 9:35 to 10:35 a.m. to discuss personnel and staffing issues.

- VI. Staff salary approval 2016-17:** Mr. King reported that the WCPSS salary scale for non-certified, certified and principals positions has been set for 2016-17. **Action: Mr. King moved that the non-certified pay raise is 4% for the 2016-17 school year. Mr. King then moved that certified personnel at Hope are paid at the WCPSS rate plus the 8% bonus*, paid half at Christmas and the remaining half at the end of the year. Mr. King finally moved that the principal pay raise is 3% for the 2016-17 school year. Motion was approved.** *The 8% bonus pay for certified teachers was approved at the March 9, 2016 meeting as follows: **The motion from Committee, made by Mr. King, was to give a one-time only 8% bonus to new and current full time certified teachers with half of the bonus paid at mid-year and the other half paid at year-end. Motion was approved.**

- VII. Old business:** Mr. King reminded members of the Personnel committee and all present of the retirement benefits meeting for the committee with Nate Oltmans from Cornerstone at 8:30 a.m. on October 21 and the subsequent meeting with the faculty and staff later that morning. Mr. Tucker Mann and Mrs. Burrus reminded members of their development list due at the end of October, noting that no action would be taken until the November 16 meeting with CSAB.

VIII. New business: It was agreed by consensus of the membership that expenses needed to enhance our academic success would come out of the reserve fund versus creating added stress on fund-raising efforts. **Action:** **Mr. Sherlin moved that the Education team request for an additional EC instructor be approved and funded from reserve funds. Motion was approved.**

The meeting was adjourned at 10:45 a.m.

Remaining **meeting dates for 2016-17** school year are: **December 7, January 25, March 8, May 3, June 7.**

Submitted by: Pamela Jamison