

Broome Street Academy Charter High School

A regular meeting of the Board of Trustees held by videoconference

Date: Tuesday, December 21, 2021

Notice of the meeting was duly given to members of the Board and the public.

Trustees in attendance: Cathy Aquila, Vanda Belusic-Vollor, Lauren Blum, Monica de la Torre, Stephanie Durden Barfield, Herb Elish, Katie Jaxheimer Agarwal, Jeff Katzin, Noah Leff, John Quinn, Gail Schargel, Sarah Weeks, Alexandra Wood, David Zurndorfer

Also present: Reeham Ahmed, Nik Brautigam, Kelsey Louie, Matthew Molloy, Lester Samson, Melissa Silberman, Sasha Hixson (minutes)

The meeting was called to order at 6:04pm, with a quorum.

#### Approval of the Minutes of the November 16<sup>th</sup>, 2021 Board Meeting

The Board voted unanimously to approve the minutes for the November 16<sup>th</sup> meeting.

#### Head of School Report

Ms. Silberman informed the Board that BSA transitioned to full remote learning the week of December 20<sup>th</sup> because of the high number of teachers calling out due to COVID and the difficulties of providing adequate coverage. She reported that BSA would resume in-person learning after the holidays, on January 3<sup>rd</sup>.

Ms. Silberman reported that schoolwide attendance is 71%, compared to Zoom attendance this time last year which was 81%, but in-person learning remains the priority for BSA. As of December 6<sup>th</sup>, BSA's enrollment was 309.

Ms. Silberman then reported on several areas:

#### The State of the School

- Since the beginning of the school year, 10 BSA teachers have resigned for the following reasons:
  - 3 teachers left the profession
  - 1 teacher was upset with BSA
  - 4 teachers left for higher wage teaching positions at other charter schools
  - 1 teacher left due to a family emergency
  - 1 teacher left due to COVID concerns
- Melissa reported that five of those positions have been filled, but staff continue to be fragile and exhausted. She explained that staff are experiencing a confluence of resiliency issues that are a result of remote work and personal anxieties surrounding the pandemic.

#### First Marking Period Grades

Ms. Silberman reported on the improvements of pass rates within first marking period grades compared to this time last year:

- ELA pass rate is up from 38% to 75%; catchment population pass rate is 72%
- Algebra pass rate is up from 29% to 75%; catchment population pass rate is 29%
- Geometry pass rate is up from 18% to 81%; catchment population pass rate is 85%

- Living Environment pass rate is up from 32% to 75%; catchment population pass rate is 63%
- History pass rate is up from 55.5% to 74.5%; catchment population pass rate is 63%

Ms. Silberman informed the Board that BSA will be partnering with Great Oaks Charter Schools to offer high dosage tutoring to the BSA community beginning July, 2022. BSA will host 20 high dosage AmeriCorps tutors from this program.

#### Post-Secondary Readiness

#### Ms. Silberman reported on progress towards post-secondary readiness:

*Class of 2022 as of December 21, 2021:*

- 82% have met with a college advisor
- 68% have completed a CUNY application
- 25% have completed a FAFSA
- 27% have completed a SUNY application
- 28% have completed the Common Application

*Compared to the Class of 2021 as of December 21, 2020:*

- 20% had met with a college advisor
- 40% had completed a CUNY application
- 13% had completed a FAFSA
- 4% had completed a SUNY application
- 0 had completed a Common Application

Ms. Silberman reported that a student in the class of 2022 was selected as a POSSE Scholar and will be receiving a full scholarship to a four-year college.

Ms. Silberman introduced the Academics Team of BSA, which includes Matt Molloy, Associate Head of School, Lester Samson, Dean of Academics, and Nik Brautigam, Director of Curriculum and Instruction.

Mr. Molloy explained BSA's academic core elements—Curriculum, Assessment, and Pedagogy. He reported that BSA supports 31 different curricula (six of which are AP classes), drawing most of them from the New Visions Curriculum. He explained BSA's expectations of teachers, including weekly and monthly lesson plans which are due in advance. Mr. Molloy explained that the new assessment process of teachers will include eight summative assessments each year. He also explained the supervisory system in place, which includes regular classroom observation, to support and strengthen quality pedagogy. Mr. Samson added that teacher coaching and informal check-ins have been added, in addition to existing official evaluations.

Mr. Molloy reported that New York State canceled the January Regents exams. However, because the ELA Regent requirement for the end of the year has not been waived, BSA's 11<sup>th</sup> grade ELA teacher included Regents' exam questions on the final exam.

#### Resolutions

The Board voted unanimously to approve the following resolutions:

1. To pay a \$1000 bonus to all teachers who are currently teaching at BSA, with the exception of any teacher who began on or after November 1, 2021.

2. To pay a \$3000 bonus after graduation to all teachers who teach at BSA for the entire school year.

#### Report on BSA's Finances

Mr. Louie reported that revenue is projected to be lower than budgeted due to the lower than budgeted enrollment number. He also reported that expenses are lower than expected by \$327,000, mostly due to vacancies. Subsequently, BSA is projecting a year end \$269,000 surplus.

Mr. Louie confirmed that the end of year bonuses approved by the Board, calculated for a maximum of 30 teachers, will total at most \$90,000 and that the midyear bonuses will be taken from the federal stimulus funds.

#### BSA Student Utilization of Door Services

Mr. Louie reported that a Door/BSA services integration committee is being developed and will be led by Ms. Silberman and The Door's new Chief Program Officer, Lynnette Ford.

#### Data Dashboard Update

Katie Jaxheimer Agarwal, BSA Board member, reported that the data dashboard was updated to include data that would be more useful to BSA.

#### CEO Report

Mr. Louie reported that he will begin a strategic planning process for The Door and BSA in 2022. His process consists of the following components:

1. Strategic plan: a 5-year plan to help us achieve our mission and vision (several month process with a consultant)
2. Strategic initiatives: yearlong work plans that are operational in nature that support the strategic plan with concrete and measurable action items (monitored monthly)
3. Strategic positioning: tasks/projects on an ongoing basis to help ensure that we remain nimble and positioned to take advantage of changes in the environment and future opportunities

The meeting was adjourned at 7:30pm.