

Breakthrough Board Minutes Open
10/13/2022

Attendance:

X	Katie Brown, Treasurer
X	Keith Whitescarver, Founding Board Member
X	Michael Bing, Parent Rep & Board Chair
X	Vivek Swaminathan, Parent Rep & Secretary
X	Juliette Berg, Parent Rep, Academic Committee
X	Kendra Harpster, Parent Rep SHA President, Finance Committee
X	Emily Hedin, Executive Director
X	Ino Okoawo, Director of Ops
X	Gary Friend, Compass
X	Anne Aaron, Compass
X	Jane Slatter, Compass
X	Raj Thomas, EdOps

Community members: Jeffrey DeJoannis, Rebecca Bonhomme

Wednesday, October 13,, 2022
5:00-6:30pm

I. 5:00pm: Call to order & Welcome

Agenda and Executive Director's report, sharing relevant documentation with attendees

II. 5:05-5:10pm: Approval of the Minutes from August 10, 2022

Vote to approve minutes from August 10, 2022

Motion: Keith

Second: Katie

A	Keith Whitescarver	A	Katie Brown
a	Vivek Swaminathan	a	Michael Bing

a	Kendra Harpster	a	Juliette Berg
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A=aye; N=nay (CAPS indicates who made and seconded the motion)

III. 5:11-5:40pm: Executive Director's Report

Finances

- 92 days of cash on hand. 1.27 DSCR
- Selected as Compass recipients - no longer need to pay consultant fees
- Enrolled a higher number of at risk students, so that added to revenue variance
- Variance in expenses due to inflation, including food service costs
- Breakthrough is in a strong financial position
- No additional commentary from Raj @ EdOps or Ino

Enrollment

- Enrollment has closed 347 was the enrollment target 346 total students due to timing/waitlists
- Thirty-nine students (11%) of our student body at this time have an IEP. Fifty-one students (or 15%) are English Language Learners. Ninety-one students (27%) are at-risk.

Academics

- Our goal was for 50% of students to score a 3, 4 or 5 on the PARCC tests in reading & math. Results show that 55% of students score a 3, 4 or 5 in reading & math.
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- If we look by grade, however, we see a higher percentage of 4th graders meeting this threshold than 3rd graders.
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- Well-documented trend playing out: higher percentage of males scoring 3+ in math while females score 3+ in ELA.
- At Breakthrough, higher percentages of at risk students performed better in ELA,
- Katie Brown asked a question about differences in 3rd and 4th grade student scores - perhaps impact of pandemic.
- Emily mentioned that students entered the pandemic with a foundation of reading in first grade when learning went virtual. Younger students did not have that foundation.
- iReady testing is complete. Looking at students starting off the year below grade level in reading and math.
- Juliette asked about patterns of PARCC red/green scores, but we haven't done that analysis yet. Higher percentages of K starting at below grade level than last year, but the Academic Team will be looking more closely at this in coming months.

Facilities

- Climber installation in the playground has begun
- Still working on permits for office renovation - can't get construction until permits are available. Staff are understanding of the situation and sharing offices.
- Schools facilities audit complete after security breach. Adding security measures to doors.

Staffing

Looking to fill 3 open positions:

- Upper Elementary Guide (1)
- Montessori Support Specialist/SpEd Teacher (1)
- Director of Equity & Engagement (interviews underway)
- Question about educator health and well-being. Listening to staff needs to improve faculty and student experience. Feedback was that people hadn't had time to process education changes. Art therapy workshop and a clinical psychologist is conducting wellness groups.
- Emily asked for suggestions to support teachers at the institutional level.

IV. 5:40-5:46pm: Public Comment

Compass introductions:

- Anne Aaron, 6th Compass project and working with Patrice Feinstein, looking forward to strategic alignment project
- Gary Friend, Compass team members, project lead for 8 Compass Projects, former COO of Bridges PCS, had a special interest in Breakthrough and excited to partner with us
- Jane Slatter, 5th Compass project
- By next Board meeting, Compass will scope projects and review and discuss the work that the project will entail.
- First several months will focus on information-gathering on mission/strategy/programming and resources, digging into financial data and by March, Compass will present a mid-project report featuring findings from research/information gathering. From March until May, they will formulate analysis and development recommendations. Final report in May, possibly a suite of deliverables.

Family questions:

- Rebecca encouraged Board members to join ART (anti-racism team). Rebecca included email in chat: Rebeccabonhomme1986@gmail.com. Rachel was formerly rep to ART team and now we need to fill the vacant position.

End public comments: 5:46pm.

V. 5:46-5:58pm: New Business

New Board Member recruiting

- Need to add additional Board members this Fall. After our initial pass, we identified candidates who expressed interest. Keith mentioned Montessori expertise on the Board, specifically NCMPs. Katie mentioned reopening the Board application to staff the new bench. We should reopen and welcome community members and non-families to participate.
- Next steps:
 - November 1st newsletter should include an announcement and link to GoogleForm.
 - Emily will add link to GoogleForm
 - Vivek, Katie and Emily to follow up on re-starting process using same apparatus.
 - Vivek will email Board members to ask for recommended Board members
 - Katie to explore posting on Idealist.com
- Kendra asked about newsletter outreach to clients and implored Board members to add recommendations. We can also encourage newsletter audiences and ask them to forward to interested candidates. We can post on idealist.com.

Move to closed session to discuss advice of Counsel, 2022 5:58-6:18pm

Motion: Vivek

Second: Michael

a	Keith Whitescarver	a	Katie Brown
A	Vivek Swaminathan	A	Michael Bing
a	Kendra Harpster	a	Juliette Berg

A=aye; N=nay

Motion to move into open session

Vote to Move to open session and adjourn, 2022 6:18

Motion: Katie

Second: Michael

a	Keith Whitescarver	A	Katie Brown
a	Vivek Swaminathan	A	Michael Bing
a	Kendra Harpster	a	Juliette Berg

A=aye; N=nay

VI. 6:20pm: Adjourn
Meeting ended at 6:20pm