

Breakthrough Board Minutes - Complete  
2/8/2024

Attendance:

X	Vivek Swaminathan, Secretary
X	Katie Brown, Treasurer
X	Keith Whitescarver
X	Allison Jones
X	Gabriel Movsesyan
X	Juliette Berg
X	Betsy Romero
X	Kendra Harpster
X	Jasmine Williams
X	Keisha Igbazua, SHA President
X	Emily Hedin, Executive Director
X	Raj Thomas, EdOps

Community members:

**Thursday, February 8, 2024**

**5:00-6:30 pm**

**Zoom:**

<https://breakthroughmontessori-org.zoom.us/meeting/register/tZYufu-tpjlvGdKTafKnhTglvSs8jwKL1-c1>

- I. 5:00pm: Call to order & Welcome
  - A. Welcome new Board Members: Allison Jones, Gabriel Movsesyan, Keisha Igbazua
- II. 5:05-5:10pm: Approval of the Minutes from December 13, 2023
- III. 5:10 - 5:40pm: Executive Director's Report and Discussion

- IV. 5:40-6:00pm: Public Comment
- V. 6:00-6:30pm: New Business
  - A. Academic Data - Winter 2024
  - B. New performance management framework - ASPIRE
- VI. 6:30pm: Adjourn
- VII. 5:00pm: Call to order & Welcome
  - A. Call to order 5:06 pm
- VIII. 5:05-5:10pm: Approval of the Minutes from October 12, 2023

Katie moved to approve the minutes from December 14, 2023.  
 Jazz seconded the motion to approve. **Approved**

abs	Vivek Swaminathan, Parent rep Secretary
1	Katie Brown, Treasurer
A	Keith Whitescarver (approved via Meeting chat)
abs	Allison Jones
abs	Gabriel Movsesyan
A	Juliette Berg
A	Betsy Romero
A	Kendra Harpster
2	Jasmine Williams
A	Keisha Igbazua, SHA President (approved via Meeting chat)

A=aye, N=nay, abs=abstain

- IX. 5:18 - 5:40pm: Executive Director's Report and Discussion
  - A. Welcome to Keisha as new SHA President
    - 1. Emily will send onboarding materials
    - 2. Financials
      - a) Variance in budget do to error, but worked in favor of Breakthrough
      - b) Projected 83 days of cash on hand, DSCR 1.28
      - c) Trying to reach out to CityFirst
      - d) Audit finding - critical feedback around protocol for collecting and recording receipts, identifying and reconciling receipts before too much time lapses

3. Compensation and Pay Equity
  - a) This year, Breakthrough is examining our pay scale closely to ensure compensation at Breakthrough remains competitive. Our goal is for Breakthrough staff to earn at or above the 50th percentile for the DC public charter school labor market.
  - b) Overall, lead teacher salaries at Breakthrough are in the 42nd percentile for the DC metro region.
  - c) Raj mentioned retroactive pay and stipends resulted in all schools falling backwards - not worth overcorrecting.
  - d) Can prioritize by segment
  - e) Jazz to look for committee to analyze salary data
4. FY25
  - a) Vivek to reach out to staff up committees
5. Enrollment
  - a) The lottery is open for the 2024-25 school year:
  - b) Total Applications ranking Breakthrough: 296
  - c) Total application ranking Breakthrough in the top 3: 124
  - d) 63 PK3 applications ranking Breakthrough in the top 3
  - e) Total Breakthrough students currently in the lottery: 69
6. General Academics
  - a) Winter iReady and mClass assessment window complete. Please view powerpoint slides on iReady data here. The academic committee will meet soon to discuss in more detail.
7. Special Education
  - a) Breakthrough is currently out-of-compliance with the IEP renewal timelines for 5 IEPs of currently enrolled students and out-of-compliance with re-evaluation timelines for 8 IEPs of currently enrolled students.

X. 5:42: Public Comment  
A. No public comment

XI. 5:42pm: Academic Update

1

From fall to spring, all students receiving behavioral supports through Nautilus, Child Study, IEPs and 504s, show improvement in the skills necessary to safely remain in their Montessori classroom.

2

All classrooms demonstrate an increase in student work engagement from fall to spring. By May 2024, all students demonstrate work engagement (defined as practicing skills they have not yet mastered) on a daily basis.

3

At least 45% of students in all sub-populations (race, ethnicity, gender, at-risk, SpEd, and ELL) meet their annual growth goal in reading and math.

- A. iReady Reading median growth for Breakthrough are not where they need to be but with bright spots
- B. iReady Math median growth is significantly low - Allison suggested a math interventionist, couldn't fit it into the budget, we need a tiered response to math like reading.
- C. Keith wants to know about comparisons to other Montessori schools
- D. Juliette asked about iReady practice daily
- E. Academic committee will meet to discuss
- F. PMF is now ASPIRE, slightly more complex and relevant for Breakthrough 10-year review, consists of school progress (PARCC), school performance and school environment

XII. 6:27 Strategic Planning Update

Vivek moved to approve the Strategic Plan October, 2023. seconded the motion to approve. **Approved**

1	Vivek Swaminathan, Parent rep Secretary
a	Katie Brown, Treasurer
2	Keith Whitescarver (approved via Meeting chat)
abs	Allison Jones
abs	Gabriel Movsesyan
a	Juliette Berg
a	Betsy Romero
a	Kendra Harpster

abs	Keisha Igbazua, SHA President (approved via Meeting chat)
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XIII. A=aye, N=nay, abs=abstain

XIV. 6:27pm: Adjourn

You to Keisha Igbazua (Direct Mes... 5:23 PM


VS did i miss your vote on minutes?

my apologies.


You to Keith Whitescarver (Direct ... 5:23 PM

VS did i miss your vote on approval of minutes?

Keisha Igbazua to You (Direct Mes... 5:23 PM

 Oh, yes!

Keisha Igbazua to You (Direct Mes... 5:23 PM

 My vote is aye!

 1

Keith Whitescarver to You (Direct ... 5:25 PM

KW Aye - I was restarting computer.