

Breakthrough Board Minutes - Complete
2/9/2023

Attendance:

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|---|--|
| X | Michael Bing, 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 | Betsy Romero, Board member |
| X | Katie Brown, Treasurer |
| X | Maggie Kash, Board member parent rep |
| X | Keith Whitescarver, Founder and former Board Chair |
| | Emily Hedin, Executive Director |
| | Raj Thomas, EdOps |
| | Patrice Feinstein, Compass |
| | Jane Slatter, Compass |
| | Emma White, Compass |
| | Anne Aaron, Compass |

Community members: Rebecca Bonhomme, Erin Kim, Keisha Igbazua, Kisha Britt, Melissa Piaggione

Thursday, February 9, 2023

5:00-6:30pm

Zoom:

https://breakthroughmontessori-org.zoom.us/meeting/register/tZcoceisrzlqHtfvjUMBs_2wJKU8zPqRqyZe

- I. 5:00pm: Call to order & Welcome
Betsy Romero introduction and Board introductions.
Compass introductions and parent intros
- II. 5:14pm: Approval of the Minutes from December 8, 2022
- III. 5:17pm: Executive Director's Report

- IV. 5:44pm: Public Comment
- V. 5:44-6:19pm: New Business
 - A. Updates/announcements from the Compass Team on Strategic Alignment
 - B. Presentation/discussion of Insight Survey Results
 - 1. Preparation for Feb. 17 meeting with staff
 - C. Approval of new contracts exceeding \$25k
 - 1. MCN Build
- VI. 6:19pm: Adjourn

Vote to approve minutes from December 8, 2022 - Approved

Motion: Vivek

Second: Michael

| | | | |
|---------|--------------------|---------|---------------|
| a | Kendra Harpster | abstain | Betsy Romero |
| a | Keith Whitescarver | A | Michael Bing |
| A | Vivek Swaminathan | a | Juliette Berg |
| abstain | Katie Brown | n/a | Maggie Kash |

A=aye; N=nay

Finances

- Days of cash on hand at 97 (up from 90 at the end of October). DSCR at 1.33 (up from 1.29 in October).
- EdOps commented that cost control is in good shape and puts us in a healthy position for the year.

Enrollment

The lottery for SY23-24 is currently open.

- Total application ranking Breakthrough: 333
- Applications Ranking Breakthrough in Top 3: 144
- Current Students in Lottery: 58
- Lottery is showing continued interest in Breakthrough with consistent growth in applications ranking breakthrough in top 3.
- Breakthrough is closely considering the expansion of our primary program into a 7th classroom. Currently lottery data speaks to sufficient interest in Breakthrough's primary program to move forward with these plans:

General Academics

- Goal is to show improvement from last year 2022 to this year 2023, specifically in grades K-2.
- Emily is confident in Breakthrough's ability to meet goal, spots to look out for are in 1st grade math and schoolwide math overall.

- Third grade is not showing the same growth as other grades, new concerns about 4th grade
- Academic committee will meet to analyze results by classrooms, demographics and support systems to design intervention and faculty interventions

Special Education

- Special education needs to track outcomes of students with IEP
- Elevate needs assessment protocol involves staff interviews, but not families
- Emily recommends special education needs in Academic team agendas
- Katie mentioned getting updates from Academic committee on a regular basis
- Convening a group to review all students with IEPs

Here are some initial next steps Breakthrough will take to address these recommendations:

- Develop a draft vision for student support at Breakthrough and convene a family/staff committee to review and finalize (similar to our approach to creating our Statement of Values)
- Circulate revised family/staff handbooks that include our current SpEd policies while also identifying which systems, procedures, and policies should be revised prior to next school year
- Convene an action-planning committee with Juliette Berg to dive into ideas for meaningful training and support for staff.

READING

- Median progress towards typical annual growth in reading: 37% (compared to 50% school-wide)
- 37% of students with IEPs have already met their typical annual growth goal (compared to 26% school-wide), while 16% have met their stretch goal (compared to 11% school-wide).

MATH

- Median progress towards typical annual growth in math: 30% (compared to 38% school-wide)
- 21% of students with IEPs have already met their typical annual growth goal (compared to 10% of students school-wide), while 5% have met their stretch goal (compared to 2% school-wide)

5:45 Updates/announcements from the Compass Team on Strategic Alignment

- Patrice almost ready to send survey to all parents, working on translation
- Survey will be very short since teachers filled insight survey already
- Would like to convene a Board in the next few weeks to put down mission, vision and goals
- Will review anonymized vision statements to review
- Michael and Emily will come up with a date to convene Board

- Betsy asked about survey coverage for parents - not covering classroom culture, but including Montessori, Breakthrough preference, music, art and technology - very comprehensive

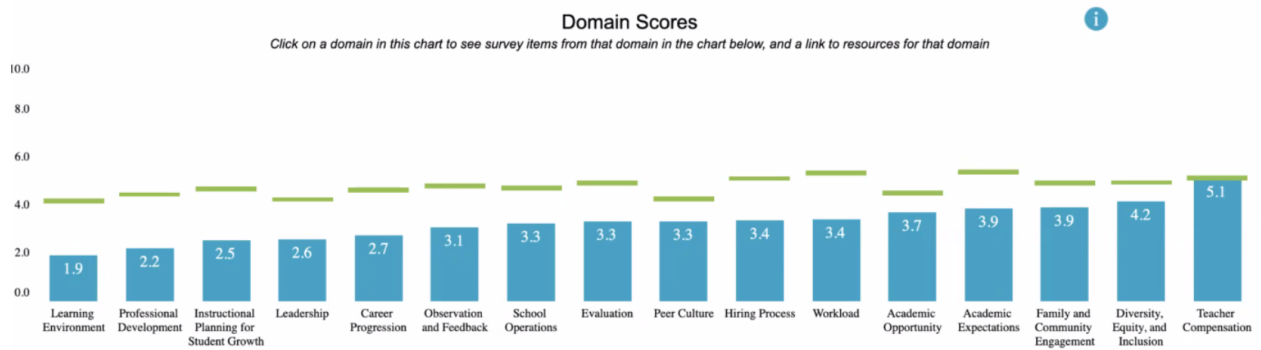
5:50 Presentation/discussion of Insight Survey Results

- All staff meeting to address school climate and culture to move school on Feb 17

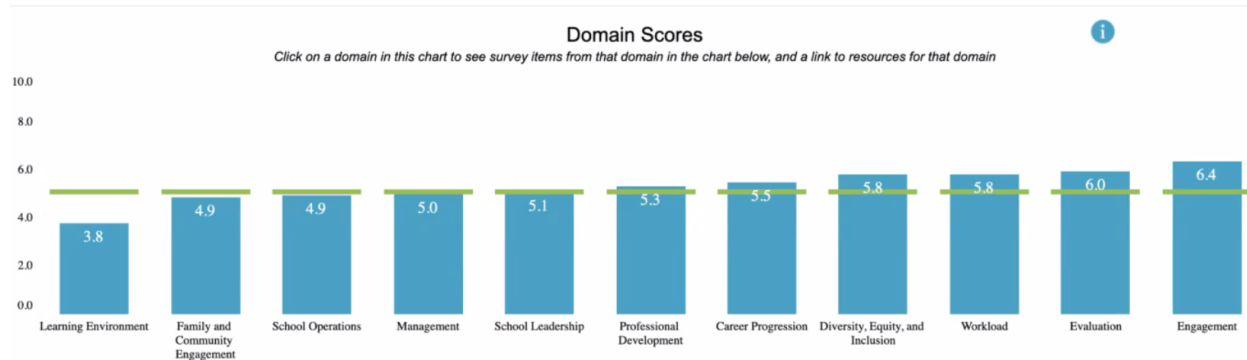
Survey Basics

- Teacher Survey - Guides and Montessori Support Specialists
 - 15 responses (83% response rate)
- Support Staff Survey - Montessori Assistants, Classroom Assistants, Dedicated Aides, other Student Support Team members, Operations
 - 29 responses (73% response rate)
- Domains that appear on both surveys
 - Diversity, Equity and Inclusion
 - Evaluation
 - Family and Community Engagement
 - Learning Environment
 - Professional Development
 - School Leadership
 - School Operations
 - Workload

Teacher Survey Results - Domain Scores Compared to DC Charter Average



Support Staff Survey Results - Domain Scores Compared to National Average



Reflections

- Not a surprise that **“Learning Environment”** is the lowest scoring domain across both surveys.
 - Challenges include: preserving time for coaching and practice; achieving consistency in adult responses throughout the building
- Not a surprise that **“Professional Development”** and **“Instructional Planning for Student Growth”** are also low scoring domains on the Teacher Survey
 - Challenge: scheduling PD and planning time amidst rapid growth of the student & staff population
- Glad to see that **Compensation** and **DEI** are high scoring on both surveys
 - A lot of work done in these domains over several years
- Interesting to see stark differences between teacher and student support responses (teacher scores much lower than student support scores)
 - Has the previous use of non-differentiated surveys been masking a stark divide this whole time?
 - What is going well for support staff that can be applied to teachers?
- Keith asked about specific data that would lead to scores being so low
- Emily also sent results to the Compass team
- Besty asked about Professional Development and Planning time to understand the underlying root cause of low scores, Emily mentioned rapid growth of school and size made it difficult to plan together as a coordinated group. Every group had their own planning time blocked and it is difficult to find overlap.
- Michael asked about satisfaction with additional planning time granted, but it was not sufficient
- Verbatims are in comment folder, Board members attending Feb 17 results should familiarize themselves with results
- Preparation for Feb. 17 meeting with staff, 2pm
- Rebecca asked about frequency of surveys: (2x per year insight survey, and yearly staff surveys on budget and staff, additional surveys as needed (COVID). Exit surveys of staff are also conducted.

6:12 Facilities

- MCN Contract ready for review by the board \$243k (\$254k available)
- Keith asked if this was the final buildout for additional offices? Scope of work does include installation of first floor windows which are purchased but not yet installed.

6:17pm Vote to approve contract with MCN for office buildout from December 8, 2022 -
Approved

Motion: Vivek

Second: Keith

| | | | |
|---|--------------------|-----|---------------|
| a | Kendra Harpster | a | Betsy Romero |
| A | Keith Whitescarver | a | Michael Bing |
| A | Vivek Swaminathan | a | Juliette Berg |
| a | Katie Brown | n/a | Maggie Kash |

6:18pm Vote to adjourn Approved

Motion: Keith

Second: Vivek

| | | | |
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Meeting adjourned at 6:19pm