

## **Board Meeting Minutes**

### **March 25, 2017**

#### **Attendees:**

**Board:** Kristina Leidner, Zafar Khan (Departed at 11:02), Leslie Link, Tabitha Press, Stephanie Dean, Sigmund Garrett (arrived at 9:20)

**Staff:** : Ehab Jaleel , Cherisse Campbell, Kristi Davis, Niki Fox, Chelsea Belle Ham

**Also Present:** Sedi Fasenntao (Parent), Elizabeth Warland (new Parent), Andrea Cooper-Gatewood (Fulton County Liaison)

#### **Discussion:**

##### **Executive Director's Report:**

##### **Recognitions:**

- InVenture – Abdurahman Arif and Victor Nwaka progressed to the finals, and while they did not place, they had the highest scores around social responsibility.
- Title 1 School – Recognized as one of the highest performing Title 1 schools in the state. Other winners were River Eves and Hembree Springs. Amana was the only Middle School at that highest level in Fulton County Schools.
- Science Olympiad Team – Received quite a lot of ribbons and awards. Special thanks to the teachers for their extra contribution.
- Advocacy for HB430 – Thanks to Stephanie Dean, Julie Newton, Chelsea Belle Ham, Niki Fox and Erica Young, for going to the Capitol. Update on the HB430 – the bill has been unanimously approved by the Senate Education Committee, and now moves to the Senate floor for a vote.
- Ehab and Cherisse have been invited to participate on the new STEM High School committee. There is a public input meeting scheduled for this Tuesday, March 28<sup>th</sup>. All parents are encouraged to attend.
- We won a \$19k grant to support PBIS training. Thanks to Niki Fox for this successful grant application!

##### **Beating the Odds:**

What is it? BTO analysis is an annual unique cross-sectional dataset using info from CCRPI, GOSA Report. This helps you predict what your CCRPI score should be based on school's size, grade cluster, demographics, (race, economic, student disabilities), student mobility (churn rate).

Amana's BTO Profile: CCRPI 2016: 76.3 (excludes challenge points)

BTO 95% Confidence Interval: 76.25 – 80.21

Note: Demographics (FRL, racial distribution) used for BTO calculation currently in question

GOSA Report Card: <https://schoolgrades.georgia.gov/amana-academy>

In 2016, Fulton had 38% of schools Beat the Odds.

Key Data points about Amana:

- Amana's overall performance is higher than 69% of schools in the state, and is higher than its district.
- Elementary students' academic growth is higher than 41% of elementary schools in the state, and is similar to its district.
- Middle school students' academic growth is higher than 99% of middle schools in the state and higher than its district.
- 72.8% of its 3<sup>rd</sup> grade students are reading at or above the grade level target
- 90.8% of 8<sup>th</sup> grade students are reading at or above the grade level target

BTO metric is being used as a qualifier for the facilities grant for charter schools.

Our contract also says we have to beat the odds for renewal.

For us to qualify as Beating the Odds, we have to beat 80.21 on the curve across all schools.

Commentary about statistical methods of calculation for how this is measured. Also that students that are here longer are doing better.

## **PBIS**

Positive Behavior Interventions and Support – being encouraged at the state level for adoption. We have joined a cohort in January to collaborate, and we have to get certified through the state office. The key concept is: What is the process for how we teach children to behave appropriately?

Implementation Crew:

Christian Harden – Administrative Lead

Brooke Heimerl

Patti Atkinson - Team Lead

Erica Young

Terrica Sloan

Hope Williams

Integration of current practices via PBIS

- EL Protocols and Practices
- Responsive Classroom
- CHAMPS
- Restorative Justice
- Supporting Discipline Management Techniques

## Overarching Expectations

- Respect for Self and Others
- Ready to Learn

Comments about PBIS:

Strong Endorsement

What funding is needed to support?

We need to make sure this is manageable for the kids – not overwhelming. (Answer from Cherisse:

How will we track and measure implementation? (Answer from Cherisse: Every month we track KPI's related to interventions and behavior.)

## **Proposed Calendar -**

Vote needed to adopt the new calendar revision which includes only a 4 day weekend in February instead of a full week off. There would also be an aligned start date of August 7<sup>th</sup> with Fulton County, as well as the return date after winter break is aligned again to January 8<sup>th</sup>.

The Vote to approve Calendar Revision 2 was unanimous in favor.

## **Personnel Update:**

Vote needed to approve the Personnel submission for next year as presented:

Comments have been made related to the positions that are “New” or “Altered”, that we need to make sure we have the budget to support. Should we not have money for those positions that are in this category, then those positions will be eliminated. The staffing plan will directly lead to the administration sending out communications before Spring Break. Note that we don't get our finalized budget from Fulton County until October. There is no communication available from Fulton County about raises, and therefore we cannot offer that in our letters. This vote makes a contingency that we are approving based on recommendations from the administration with the caveat that any new or restructured positions are funded from Fulton County.

The Vote to approve the Staffing Plan with said contingency was unanimous.

## **Overview of Teacher Compensation Structure:**

Teacher compensation at Amana is less than what Fulton County offers. We would love to compensate teachers in a manner that is equal to or better than the county, but this is not available to us with our current budget constraints. The Board does not want to project a view of teachers being valued less. We highly value our teachers.

Teacher Bands were shared to demonstrate what teachers can make based on these bands. Slide describes what it takes for a teacher to have a clear understanding of what they need to do to move from one band to another. This will be posted and available for teachers to review.

Also offered are “Plus Ups” –

- Up to \$5k for going above and beyond; and Performance Gains
- Stipends for Clubs and Academic Competitions

Ehab makes a motion that we reserve \$50k for the purpose of the bonus, like we did last year. The Vote to approve a \$50k bonus for teachers to go in the letter of commitment was approved unanimously.

### **Sale of the Outparcel**

The most recent contract for purchase of the outparcel has fallen through. We have released our current real estate agent and entered agreement with a new agent.

### **Financials**

Finance committee has review financials and approved.

Net income is positive to YTD budget expectations by \$138k .

Days Cash on Hand is up to 5.2 – positive trend, but still very low. Fulton County expectation is for us to be at 60 days cash on hand.

Debt Service Ratio – 1.36 – fulfills our bond obligation.

Discussion about the burden of meeting the 60 days cash on hand goal vs. being able to offer teachers more compensation.

The vote to approve the financial report was unanimous, in favor.

### **Fundraising:**

The Banquet grossed \$31k, and netted ~\$20,200 in income for Amana.

Stephanie presented a recommendation to focus board recruitment to include at least 2 additional fundraising focused members to supplement the leadership effort and allow room for expansion.

Squawk & Walk planning is underway, and projections are to earn between \$26k - \$36k. Stephanie Requests board members to consider whether they can plan for a leadership gift for the Verizon match, that will be requested at the event on May 6<sup>th</sup>.

### **Board Engagement:**

The Governance Committee met and has made recommendation to create an Advisory Board. This would offer a place for ex-officio members. This Board would not have voting rights, but would have input capability.

The vote to create an Advisory and remove ex-officio status was called, and approved with unanimous support.

Voting for new members will start in May of this year. May 1<sup>st</sup> through May 7<sup>th</sup> is nominations. May 8<sup>th</sup> – 14<sup>th</sup> is interviews. May 15<sup>th</sup> – 17<sup>th</sup> would be elections.

Ehab requests that every board member submit one person as recommendation for a new board member who would be committed to engage with us.

Next Board Working session will be on April 24<sup>th</sup> at 8 am.

**Strategic Plan:**

We need to have another working session to review our strategic plan. We need to remove the high school, and then we need to decide where do we want to focus our resources. The GA Charter School Association has just reviewed their strategic plan, and Ehab gathered some best practices to share.

Community Feedback:

Andrea Cooper-Gatewood – positive feedback about the Board meeting. Specifically like the strong dialogue among board members.

Chelsea Belle Ham – spoke to the reason for her attendance not only being about interest in teacher salary, but also to express the great commitment of teachers. She is committed to her students, and also very strong endorsement of the principal, Cherrisse Campbell.

Sedi FaSenntao – What does the building cost to pay off? Answer: ~\$8M, and there would be an early payoff penalty. The current focus is to work up to the 60 days of cash (approx. \$1M) so we can qualify for other grants and demonstrate our financial stability to investors and authorizing agents.