



Brooke Charter Schools

Board of Directors' Meeting: September 15, 2022 from 8:30am – 10:30am

Brooke High School, 200 American Legion Highway, Boston

Board Members in Attendance: Merry Boak, Devita McConnell, LaTasha Sarpy, Natasha Williams, Jason Moens

Brooke Staff in Attendance: Jon Clark, Kimberly Steadman, Hagar Berlin, David Jordan, Raul Ripoll-Vera, Mark Loring

Others in Attendance: Trevor Rozier-Byrd, Alex Finkelstein, Lauren Kushman (by phone)

Minutes

Open meeting protocol

- Merry B. calls the meeting to order and record attendance
- Invite public comment from any community members present
- Merry welcomes in Trevor R., Alex F. and Lauren K., previous Brooke Board Members who completed their last terms this past May

Board Celebration (30 mins)

- Welcoming Jason Moens
- Celebrating recently departed board members: Alex Finkelstein, Lauren Kushman, and Trevor Rozier Byrd

Board Governance

- Vote to approve the Board Minutes from May 12, 2022 and June 14, 2022
 - Motion By Devita M.
 - Seconded by LaTasha S.
 - All in favor - motion passes unanimously

Board Business

Update on the start of the 2022-2023 school year (Jon C.)

- This year feels so much better than last; we had an idea of how hard last year would be, but it was harder than that, for both kids, families and adults. We aren't 100% back, but we are so much further along compared with last fall
- Questions?
 - Last year, there were a lot of student altercations, are those happening less frequently? Kimberly S. - little to no altercations this year
 - Is there anything you would attribute the success to? - Jon C. - I don't think it's Brooke-specific. General anxiety seems down.

- How has 8th graders returning to the K-7 campuses been? Jon C. - Seems to be going well. Jon C. and Hagar B. worked with upcoming book club attendee students and it was great to see their joy and preparation. There are space concerns at Mattapan and East Boston, and Mattapan's ELA team is relatively newer to teaching, but staff are working on both concern areas.
- How has the new BHS Principal been? Kimberly S. - She (Ali Valle) is getting to know students bit by bit.
- Was our new teacher orientation cohort larger than normal? Jon C. - Yes; our teacher retention is typically around 80% and it came down this past year to 70%. We have many more new teachers and staff. We have been intentional about supporting new teachers through professional development and adjusted coaching models.

Vote to approve Brooke's FY23 Accountability Plan (Mark L.)

- **Summary:** Done every five years as part of our charter renewal process. Updating metrics we track and report on and aligning on these with the state. These are captured in our annual report to the state (August 1st of each year). Many sub-metrics are new, however, the core metrics continue to stress Brooke's commitment to rigorous academics and cultivation of great teaching.
- Questions?
 - Newer metrics?
 - (Mark L.) Examples: Changing teacher retention metric to feedback, and adjusting MCAS metrics to measure how we compare with other schools and districts statewide.
 - Are there any risks/red flags in these goals where we should target support toward achieving?
 - (Mark L.) 55% of graduating seniors score 3 or higher on at least one AP exam - we have met it a few years, but not every year (we actually raised this metric from 50%)
 - (Mark L.) Average SAT is another. The repercussions are greater for our kids than the charter when we don't meet these. And we do want to meet them.
- Motion to Approve by Devita M.
 - Seconded by Natasha W.
 - All in favor - motion passes unanimously

Update on facilities projects (Mark L.)

- Adding 10,000 sqft at Mattapan; CM at Risk Management approved by the board in May; Consigli is on board and we are moving through the permitting process.
- Adding 4,500 sqft at East Boston; there are more community concerns as it's a neighborhood/residential location. We are also dealing with historical grievances. We have put in for a zoning variance. Less confident on this timeline than we are on Mattapan.
- Roslindale construction should start before the end of the calendar year for the HVAC system etc.

Update on field and alumni fund campaigns

- (Mark L.) Land Transfer is moving forward, waiting on IG's approval. Con Comm, Parks, BPDA are the last three permits, which are at the formal filing stage. Hoping to start construction early next year.
- (Hagar B.) In the interim, we are reapplying for Community Preservation Act funding (a \$1MM potential grant!); we have signed a 50 Year Lease with Lena New Boston that will go null when the land transfer process is complete.
 - Neighbors' concern has died down? - (Mark L.) There are still some, but we are working to address concerns, as the site was marked for development well before these concerns. We continue to be transparent with neighborhood groups.
- (Hagar B.) Regarding the alumni fund, we are engaging supporters and prospects in feasibility conversations and have put together a committee - by the winter, we want to know how big this initiative could be (both in terms of fundraising potential and the types of interventions that we can support through a fund)
 - Many well-received interventions are focused on closing small financial gaps that harm persistence, as well as supporting STEM majors.
 - Jason M. - is this fund patterned around anything? Hagar - Excel has been doing something similar for their students; Boston Prep has a one-time persistence fund for students. Many nonprofits are also doing this work. Our scope might end up being bigger than these examples.

Following these topics, the board convened for an Executive Session lasting 30 minutes to discuss other topics.

List of Documents Shared:

- BCS Board Meeting Minutes (5.12.22 & 6.14.22)
- BCS Draft Accountability Plan for Board Approval
- BCS Development Memo 9.7.22
- Brooke Alumni Fund Committee List
- Brooke Alumni Fund Case for Support 2-page draft
- Brooke Jennifer De Leon Book Club Flyer
- NYT Article: "The Pandemic Erased Two Years of Progress in Math and Reading" 9.1.22 - NYT Article: "How Bad is the Teacher Shortage? Depends on Where You Live." 8.29.22