



Driven by learning, informed by data.	We will ground all conversations in data or evidence. We maintain a growth mindset about the potential and capacity for all students to learn and grow. We use data and evidence to inform and adjust instruction and guide decision-making.
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Agenda	Time (min)	Notes
Welcome: Agenda review, norms, roles, Mission statement, approve minutes from previous meetings; correspondence	5	Minutes from Board of Directors' Meetings on 1/8/2020; 1/10/2020 and 1/15/2020 Motion to approve the above minutes: Moved: R. Muckle 2nd: K. Rollins In Favor: All Opposed: None The motion carries.
Student Report	10	Student Recognition: Sofia--Participates in both Concert Band and Jazz Band and received a near perfect score on clarinet at CMEA. She was chosen as first chair clarinet for the Orchestra (highest in Eastern Region). Maintains honor roll each and every trimester at ISAAC and continues clarinet lessons outside of ISAAC and performed at the mall over the holiday season. Mariana Garcia was also recognized, but was not present. C. Jones mentioned that he had the distinct opportunity to hear Sofia at the latest ISAAC Concert and he thought that she did a phenomenal job. Sofia was presented with a certificate indicating that she is the recipient of the Academic Excellence Student of the Month for the month of January 2020.
Public Comment		Mr. Jones read: Pursuant to ISAAC By-Laws and CABA guidelines, each speaker will be permitted 2 minutes. We ask that speakers please sign in. Read, and this should be done at every Board meeting, the rules and parameters around public comment. Our by-laws allow for public comment during the meetings. Section 5.2-c says the following: <i>The board may permit any individual or group to address the Board concerning any subject that lies within its jurisdiction during a portion of the Board's regular meetings so designated for such purpose. Three minutes may be allotted to each speaker and a maximum of 12 minutes to each subject matter. The Board may modify these limitations at the beginning of the meeting if the number of persons to speak makes it advisable to do so. A Board member shall be appointed by the Chair prior to the meeting to act as the time keeper for the meeting if deemed necessary by the Chair. No vulturous conduct shall be permitted at any Board meeting. Persistent and vistrous conduct shall be grounds for</i>



		<p><i>summary termination by the Chair of that person's privilege of address. All speakers must identify themselves by name as well as address.</i></p> <p>Because of the number of persons wishing to speak, the Board will allow 2 minutes per person and a maximum of 12 minutes per subject area as stated on our agenda for this evening.</p> <p>B. Crouch, as the Secretary, will keep track of the time per subject. K. Gregoire will keep track of the time per person. As a reminder, the Board does not respond to public comments.</p> <p>Mr. Bobby Harris from the town of Groton - Officer for the City of Groton. Has been a police officer for the past 12 years. Was a Youth Officer for the City back in 2012-2018. Worked in various Groton schools, Marine Science Magnet High School being one of them. Has heard of rumbling about what has been going on when it pertains to ISAAC and some of the things that have been going on in the newspapers and social media. Not on social media a lot, but does know Dr. Spera. In all the schools that worked in, he is one of the principals that always took charge, not only that everything stopped with him. In today's society, people, including police officers, like to point the finger at everybody else. Whatever went on at the Marine Science Magnet HS, he took responsibility. And, with that, you are always going to get people that don't like when you make decisions. Recognizes that his own name has been on social media because of some of the decisions he had to make. His experience with Dr. Spera was very good and supports him 1000%. Happy for him and happy that he is here.</p> <p>Mr. Dale McCarry from East Lyme - Present to support Dr. Spera. Moved to the area per military orders in 2016. His children, 2 daughters, attended Marine Science Magnet HS. The girls had been in schools in 5 states. He was scheduled to move this year, but his daughters begged him to stay to finish high school at Marine Science, and this was in large part to Dr. Spera. His moving to ISAAC is great for him and us. Asked if we have a high school program for his daughters to transfer. He is an excellent person, makes tough decisions, and any issues he had to deal with did so on the spot. Knows very little of what was shared on social media.</p>
Executive Director Report	15	<p>L. Allen Executive Director's Report</p> <p>Mr. Allen started by speaking about Sofia Fioravanti's performance at the CMEA. He expressed being very proud of her.</p> <p>Mr. Jones spoke about this being Mr. Allen's last Board of Directors' Meeting as Executive Director and Principal, since his position comes to an end this Friday, 2/14/2020.</p> <p>Mr. Jones mentioned that in this position, you have some rocky roads and</p>



		<p>you don't get a chance to talk about all the good; you spend a lot of time in this spot talking about the bad. But, when he speaks about Mr. Allen, he speaks about the good. When talking about filling the spot of the Executive Director and Principal, he called Mr. Allen who he has known for a long time and remembers him from his recruitment days at Science and Tech that they would talk at Grasso about recruiting, about who you have to go up against, and the two big icons of recruiting in the high school level were Lou Allen and Nick Spera. One recruiting for one high school and the other one for another. Lou Allen was a great fit for the position of Executive Director and Principal at ISAAC. Lou Allen has been phenomenal. The first person in the building in the morning and on Saturdays and Sundays is Mr. Allen. He has helped ride the ship. The Board is thankful. A plaque was presented to him recognizing Mr. Louis E. Allen, Jr., for dedicated service and commitment as Executive Director, April 2019 thru February 2029. This plaque is not enough to express how much the board and ISAAC appreciate everything Mr. Allen has done for ISAAC.</p> <p>All Board members stood for a photo.</p>
Principal Report	10	<p>J. Wilson</p> <ul style="list-style-type: none"> ● Good News - Last Friday ISAAC was selected to have a drome photo by Jammin 107.7 for the American Heart Association Women's Heart Health National Day. All 8th graders wore red shirts, went to the gym and formed the shape of a heart. A photo was taken for a promotional piece for Jammin' 107.7. They shared it with us and it is up on our Facebook page. ● February is Black History Month. In honor of BHM, Mrs. Sargent and SLA will be providing for \$5.00 a Soul Food lunch of chicken, mac and cheese, collard greens, cornbread and peach cobbler for dessert on Thursday, 2/27/2020. ● Teachers are preparing different activities throughout the month. ● Leadership transition meetings are being held weekly with Dr. Spera to get him up to speed that before Mr. Allen leaves. ● Conn College student volunteers are back and there is a lot of interest from students to come volunteer here. They are an asset in the classrooms. Four students are coming to meet with Ms. Wilson next week. ● Multicultural Event Dinner will take place on April 3 at the Holiday Inn, 5:00-7:00 p.m. Tickets will go on sale shortly. ● Saturday Academy - Last Saturday we had 45 students present. Students are talking out the program with their peers and the number of students is growing. We have outgrown the classroom currently used. Will be moving to a larger classroom. ● Marking Period ends 3/12/2020. Saturday Academy is a great opportunity for students to work on finishing projects, finish homework, share projects without students. ● Evaluations - We are on target. Administrators have hit their target for the February 15 date being halfway there. They have seen their evaluatees at



		<p>least 2 times.</p> <ul style="list-style-type: none"> Friday, 2/21/2020 - Half Day. ILT has designated that time for reviewing SBAC scores with current 7th and 8th grade students. Sixth grade students will watch the movie Hidden Figures in celebration of Black History Month.
Charter Renewal	15	L. Allen - Reviewed during Executive Director Report.
Academic Excellence	10	<p>K. Rollins February Agenda/Minutes. NEASC.org Accreditation information</p> <p>Chronic Absenteeism is right now at 8.5%, well under the 10.16% that we were at last year. There's been an improvement on communicating to parents/guardians in reference to their student's attendance to school.</p> <p>Student of the Month of February - Sadia Zacaria. She has taken advantage of every program offered at ISAAC to learn the language.</p> <p>Reached out to Jessica Ross to thank her for the ISAAC Newsletter and to Ms. Nazarchyk for being the teacher present at every Saturday Academy.</p> <p>Proposal - Extended Day beginning March 2 from 3:30-4:30 for 7-8 weeks. - Goal is for each subject area (Math and LA) to be represented - \$50 a session. It is above what other districts pay for after-school sessions, but it is for a short period of time. By paying this amount, the goal is for teachers to feel valued for their great work. Seeking 3 teachers from each core (Math & LA) from each grade level.</p> <p>Grading - Looking to remove the 50% grading policy to ensure equity. For example, a student shows up to class and works hard and receives a grade of 46% vs. a student who chooses not to do the work at all is granted a 50%. Will revise the policy for the upcoming school year.</p> <p>Scheduling - Looking at 4 areas: Bell Schedule, dynamics within a crew (especially incoming 6th graders) in order to bring balance to each crew since they are expected to stay together for all three years at ISAAC. Lunch periods are 25 minutes and teachers consider that these are too long. Evaluations: End of year evaluations will be done in May. NEASC Accreditation - The committee will recommend for ISAAC to seek NEASC accreditation. The committee is interested in continuing using EL practices.</p> <p>Next meeting is March 4 at 4:30 p.m.</p> <p>Mr. Jones:</p> <ol style="list-style-type: none"> (1) Luisanna joined the meeting by phone at 6:09 p.m. (2) A few years ago, lunch periods were extended because students were not getting in and out of the cafeteria in enough time. So discussions took place to increase. If it is too much time, keep in mind that this was done



		<p>intentionally because, also, the lunches would run out and sandwiches would have to be made. If the lunch periods are shortened, keep in mind that in the past the complaint was that there wasn't enough time.</p> <p>Mr. Allen wanted to recognize Debra Sargent for all her work behind the scenes as a member of the Student Support Team.</p> <p>Using Titles Money. Students have been identified. 17-18 students in each grade level for Math and LA.</p> <p>Motion for having the proposal beginning 3/2/2020 from 3:00-4:30 for 7 weeks for ELA and 9 weeks for Math to seek 3 teachers for the core content areas to improve 13-16 students in each grade level with a pay of \$50 a session.</p> <p>It was determined that there doesn't need to be a motion (B. Crouch, K. Gregoire, H. Doughty). C. Jones - As long as we stay within the budget, no motion is needed. Move forward. Anything we can do increase the test scores, the Board is in favor of and welcomes any ideas.</p>
Development	10	<p>K. Gregoire</p> <p>The committee met last week. Continuing business, outstanding grant reports on a science learning expedition with Community Foundation of Eastern CT as well as a Social Studies Learning expedition with a Frank Loomis Palmer Fund. Lou invited Val Tamano who is the Head of the New London Education Foundation, in which Mr. Allen is in the advisory board. She gave a presentation which was very helpful in talking about what they do. Will try to translate what they do into what we do. The point of the Education Foundation is trying to bring extra money in to give students other experiences that they should have, like Project O, going to the Eastern Regional Music Festival, etc., for which we might not have the funding. In their mission statement they mention increase student achievement initiatives, extra curricular, culture awareness, professional development for faculty and staff, as well, and comprehensive school improvement.</p> <p>There has been discussion in the past of ISAAC possibly creating their own education foundation. It is a very positive and interesting discussion.</p> <p>We have an endowment fund at the Community Foundation of Eastern Connecticut on Federal Street. At the school we do fundraising, apply for grants and get donations that go right to the school. This a separate pot of money that is invested by the school foundation and if it is built up, eventually you can take money from the fund to support teachers, students, etc. The return this year was maybe 3 & 4%, which is better than having money in the bank and it is really looking forward towards sustainability, as well. Currently we don't use it. We have about \$300 sitting in the account</p>



		<p>now. Consider making a donation, if you haven't done so already. Mr. Gregoire will send an email to the board in reference to making a donation, to ensure that we have 100% Board participation. He will also include a link to the endowment fund with the Community Foundation.</p> <p>The Multicultural Dinner Event will take place at the Holiday Inn on 4/3/2020 5:00-7:30 p.m. This is a great way to support the school. In the past some board members have bought extra tickets to give to families who might not be able to afford it.</p> <p>K. Rollins asked if donation letters have been sent out for tax purposes. Yes, they have. If anyone believes they made a donation and didn't receive a letter, contact Ms. Pemberton.</p> <p>Mr. Allen, as a parting gift to ISAAC, offered a fundraising challenge to the Board of Directors--Mr. Allen will match (dollar for dollar) up to \$1,000.00 for the board members to donate to the school's endowment fund at the Community Foundation of Eastern CT.</p>
Finance	15	<p>L. Muller - Approval of Amended FY20 Budget</p> <p>Financial Documents</p> <p>Lee reviewed the finance committee minutes, see the link above. At this meeting the Quarterly financials were reviewed.</p> <p>It is that time of the year for the Board to vote on whether to participate or not with the HFC. The CSDE provided Operational Memorandum 5-20: regarding the <i>process for the Healthy Food Certification (HFC) Statement for School Year 2020-2021</i>.</p> <p>Vote for healthy food option: <i>The board of education or governing authority for each public school that participates in the NSLP must vote "yes" or "no" on whether to implement the healthy food option of C.G.S. Section 10-215f</i></p> <p>Motion language for healthy food option: Pursuant to C.G.S. Section 10-215f, the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Page 3 of 6 Connecticut State Department of Education Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2020, through June 30, 2021. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary</p>



		<p>programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups..</p> <p>Discussion:</p> <ul style="list-style-type: none"> •Boards must vote before July 1, 2020, to either participate or not participate. •ISAAC Leadership Team advocates for the Board to vote NO and to not participate in HFC which will forfeit any funding provided by CSDE for the healthy options program (HFC). <p>Motion: ISAAC will participate in the HFC for the 2020-21 school year, and will follow the specific criteria outlined for the healthy food option required by C.G.S. Section 10-251f.</p> <p>Motion to vote on whether or not to participate in the Healthy Food Certification program:</p> <p style="padding-left: 40px;">Moved NOT to: Heather Doughty 2nd: Christopher Jones In Favor: All Opposed: None Discussion: None The motion carries.</p> <p>The vote moves forward that ISAAC will not participate in the HFC for the 2020-2021 school year.</p>
Governance	10	<p>Policy; Strategic Planning Governance Committee Meeting Minutes</p> <p>No policies to review today. Looking at various policies to review at the next Board meeting.</p> <p>Acknowledge Christine and Alexa for getting the policies up on the ISAAC website. All the policies are there.</p> <p>Recently there was an editorial from the editors from The Day suggesting that all the schools look at all the issues that are going on in school districts around Southeastern CT. Schools are in the news all the time for different things that are happening. School board should pay attention and react: What are they going to do about that? At ISAAC we take school safety very seriously. We have had some audits, we've had people come in and tell us what we need to do to improve, we have had grants to implement those improvements, we have installed more cameras, we hired Mr. Bentley, etc. The Governance Committee proposes that we take another step that NLPS has taken: anonymous reporting system. On their website, they have a two-tier reporting system: one for bullying and one for complaint incidents. H. Doughty mentions that ISAAC would identify the person or persons who</p>



would have access to these forms and act upon them. NLPS has a flyer that they are sending out that has a QR code, which can be scanned and filled out. The first step would be to find out the cost and investigate the cost for the QR code. The second step would be for us to pass policy and then create procedure. Third step would be to implement it. The committee would like for this to be done sooner rather than later. This is for parents, students and staff to use. Dr. Spera mentioned that they had it for 8 years at his previous school and it saved lives. Three people had access to it and were “on call” 24/7 and considered it to be great. See something, say something. The one used at NLPS has a feature that allows the person to choose NOT to be anonymous. He also shared that sometimes it is frustrating because people do not provide enough information, making the follow up difficult. K. Rollins is weary of using a QR code which could result in identity theft. She prefers going directly through the website. Dr. Spera added that the key is educating people on how to use it, why to use it. Dr. Spera is in favor of having this at ISAAC. H. Doughty mentioned that not all students have access to the website at home. This is something that we need to think about. Mr. Jones requested clarification as to our Chromebooks 1-1 ratio. C. Pemberton mentioned that we do have enough Chromebooks in the school for 1-1. Each teacher has a cart in their classrooms. There have been a couple of students who have needed to take a Chromebook home for a particular reason and this has been allowed. Before deciding if students will be able to take Chromebooks home, Ms. Pemberton suggested that the Strategic Plan must first be completed to decide the direction and strategic initiatives of the school.

There are 5 members who are in their third year of the first term. There is one member who is serving a seventh year filling a one-year vacancy. This is time where we start asking the questions of whether members are returning to the board and also need to be recruiting. This is done by getting people involved in our committees. For Finance, there is a need for people who are strong in budgets, that understand endowments, that are good with sound financial practices. Governance needs people who are good with policy, a lawyer, good with advocacy. Development needs people good with fundraising. Board members are asked to invite people to come to a committee meeting, to a Board meeting, to come for a tour of the school. This doesn't mean they will be asked to be on the Board. The goal is to get them engaged in the school, get a taste of what is that we are doing here, and then could approach them later on to see if they are interested in being involved more.

H. Doughty mentioned another thing they decided to do is create an annual schedule of board meeting agenda items to make it a little easier on M. Rivera and B. Crouch when trying to create the agenda. A handout was passed to everyone.

The committee decided to change the day and time of their meetings. It has



been reported to the State. Meetings will be the third Tuesday of the month at 4:00, which gives them more time to prepare documents before the Board meeting.

Strategic Planning:

NEASC is the New England Association of Schools and Colleges. Once getting this accreditation as a NEASC school, that is a gold status. It is a three-year process. The Strategic Planning Committee liked that it mirrors the Charter Renewal process. So that work that has been done for the Charter Renewal process is the work that will be done for NEASC. We are not doing two different types of accreditation, since it is mirrored.

NEASC has what they call 5 fundamental elements. A handout was passed around. The committee feels that this is actually in the best interest of the school. Go through this route and not do EL anymore. The initial application fee is \$500.00, and a yearly fee about \$1,500 to \$3,000. This is a huge savings over what we have spending on EL. Based on the data points collected from all of their research, the top three things everyone is saying is that we need to focus on arts and communication, need to identify ourselves, we need to improve the school. The committee feels that this is what we should be striving for.

The first step is to meet with George Edwards, who is the Director of the Commission. He will be coming from New Hampshire next week. He will get to see the school in action. There will be a time for Board members to come and hear about the program, to meet him, to ask questions. Dr. Spera is also on the Board of NEASC, but to have a different point of view, it will be great to meet with Mr. Edwards. All Board members who are able to come and meet with him, they may do so at 11:00 a.m. on 2/20/2020. The second step is to vote on this in March. Step three is to use the 5 fundamental elements to inform our Strategic Plan and also to write a curriculum.

Dr. Spera mentioned that there are several components which will require ISAAC to do a self-study, done by faculty, staff, board. From there, we will create the school improvement for what we need to do. The foundation elements are: there are things you have to have, minimally. Included is having a written describing our core values and the vision of the graduate. Must have written curriculum in all courses in a consistent format, have to have an improvement growth plan, must have an intervention strategy design which would be us establishing an SRBI (Scientific Research Based Intervention) Team, looking at the school site and plan must support the curriculum for all students. That's ensuring that the computers, the WiFi is accessible for all students. Those are the big elements included in that.

K. Gregoire asked if there has been a temperature check, a staff survey on their feeling about EL? Dr. Spera has been talking to staff as he meets with them. H. Doughty mentioned that there is nothing to assess staff feelings on



		<p>EL. Dr. Spera mentioned that EL informed us that we cannot use their logo and that we are not affiliated with them this year. H. Doughty also added that we will not be pursuing EL accreditation any longer and we will not be paying them for PD. K. Gregoire just wants to make sure that this does not come as a surprise to staff. Mr. Jones mentioned that teachers may use EL practices that they still want to use.</p> <p>Mr. Jones mentioned that administration should roll this out to staff this position on going from EL to NEASC. We have already downgraded from the EL piece in its entirety. The amount we were paying EL was a whole lot more than what we will be paying to become NEASC accredited. Dr. Spera mentioned that NEASC held a Charter meeting last year where they invited all the charter schools. Ms. Pemberton and Ms. Zegarzewski were there. Commissioner Ted Sergi was a part of that and they actually recommended to all the charters in CT to look into the NEASC model. Our charter renewal in the future will look a lot different from the one we are going through right now if we are NEASC accredited. NEASC's expectations for us a charter school will be the same as for all public schools in the area.</p> <p>The new focus of the Strategic Planning Committee is: What should a graduate of ISAAC look like? There needs to be a workshop to discuss further. Heather shared the dates and times. February 24, 5:30-7:30 pm, was the day and time agreed on. The faculty will be working on the same subject separately, and so will the students. That information will be tabulated and will be used for strategic planning.</p> <p>K. Rollins asked if the staff had heard about NEASC. Dr. Spera mentioned that he has heard it talked about on sub committees.</p>
Executive Committee	5	<p>C. Jones</p> <p>The next Board Meeting is scheduled for the same day as the Public Hearing. Discussed rescheduling the March Board Meeting - Friday, 3/13/2020, 4:30 p.m.</p> <p>The Executive Committee took a call from the State Dept. of Education from the Turnaround Office (C. Pemberton, L. Allen and Mr. Jones). They were provided with details and thoughts on the process and steps for the charter renewal meeting. Something that Mr. Jones learned was that board members have to go to the State approval of the charter for ISAAC, which will take place in Hartford at the State Board meeting on May 7th.</p> <p>At the Executive Committee meeting, they talked about the teachers' contracts, which will be discussed in Executive Session after this meeting.</p> <p>They also talked about students' recognitions, which have done the last 2</p>



		<p>months.</p> <p>Talked about the website, with anonymous reporting. To that end, regardless of what LEARN or the NLPS do, in terms of the notification, a board member should be on the list just as a check and balance.</p> <p>Many letters were shared by H. Doughty through the Board Packet and also shared a link to those. Mr. Jones responded to all the emails.</p> <p>Discussed in the Friday Weekly Report that Mr. Allen was sending out to the Board, which now Dr. Spera will do, are looking for a recap on the recruitment. Mr. Jones noticed on G. Lora's board that the number is down 3 today from his last visit? His question for later is: Why are we down three? How did that happen? What's going on?</p> <p>There is a school board conference coming up in April. H. Doughty mentioned that it is the Chicago National School Board Conference. Mr. Jones will be attending. Another Board will pay for his lodging and travel. Mr. Jones is looking for this Board to pay for the registration. He believes that it is very insightful and would be very helpful.</p> <p>Will go into Executive Session to talk about the restructure that they asked Dr. Spera, Ms. Pemberton and Mr. Allen in Executive Committee. Had a lot of conversations with Greg Smith from The Day and Mr. Jones has been asked to speak on a lot of different things. Anything that we see Mr. Jones speak about, we know. He was contacted again this week, and as it was told to Mr. Allen and the Administrative Team, the Board Chair speaks on those things.</p> <p>Project O is being discontinued at ISAAC at the end of this school year. Talked about having more arts. Mr. Muckle asked the reasoning for cancelling this program. Mr. Jones mentioned that the teachers and the students did not like it. It may be something we might look at in the future, per Mr. Allen</p> <p>We've had a foyer request; The Day has made a Freedom of Information Act request to us on correspondence that we have had with LEARN. Have been working with our attorney. H. Doughty and C. Pemberton have been working on compiling the information to send to our attorney to then send to The Day. Mr. Jones feels that it is a clean report.</p>
New Business	15	<ol style="list-style-type: none"> 1. Discuss and possibly vote on the 2020 Certified Staff Contract 2. Discussion of NASB 2020 3. Executive Session to Discuss a Personnel Matter <p>Motion to go into Executive Session, inviting, Dr. Spera, Ms. Pemberton. Moved: B. Crouch</p>



		<p>2nd: H. Doughty In Favor: All Opposed: None</p> <p>7:15 p.m.</p> <p>Executive Session ended at 8:30pm. B. Crouch made the motion to accept C. Baxter's resignation with regrets effective June 30. Second by H. Doughty. Unanimous</p> <p>B. Crouch made the motion to accept the negotiated teachers' contract (with the changes forwarded by the administration). Second by R. Muckle Unanimous</p> <p>B. Crouch made the motion to adjourn. Second by T. Melendez. Unanimous The board adjourned at 8:34pm</p>
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Next Meeting Date:	Friday, 3/13/2020	Next Meeting Time:	4:30 pm
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