



Board of Directors Meeting Minutes

*** APPROVED ***

Date	Time	Roles
4/10/2019	6:00pm	Facilitator - C. Jones Minutes -M. Rivera Timekeeper - K. Rollins Mission Statement - C. Jones Norms - B. Crouch

Attendance	<p>Present: C. Jones, H. Doughty, K. Rollins, B. Crouch, L. Muller, L. Cabrera, K. Gregoire, R. Muckle, M. Barron, S. Smith, K. Booker, K. Gregoire, D. Brailey</p> <p>Absent: S. Briones</p> <p>Guests: ISAAC Staff - S. LaFrance, D. McMasters, L. Lazarou, B. Zegarzewski, J. Mitchell, M. Paterson, W. Quinones, K. Vitali, D. Sargent, A. Solomon, A. Taylor, T. Rodriguez; Parents - Tim & Kate Fioravanti</p>
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ISAAC Mission Statement	<p><i>We inspire our students through the arts, communication, and exploration in a collaborative, multicultural community to be courageous citizens who are difference makers.</i></p>
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ISAAC Vision	<ol style="list-style-type: none"> 1. All ISAAC students create high quality work that is celebrated in the community for making a difference and is acclaimed for its craftsmanship, authenticity and complexity. 2. All ISAAC students articulate how their habits and their CREW values help them to be successful scholars. 3. All ISAAC students possess the knowledge and skills when they graduate from eighth grade to do rigorous high school work and to graduate from high school to be college and career ready. 4. All ISAAC students develop stamina by doing work that matters- when they persevere through challenges, they acquire new skills, they demonstrate higher order thinking, and ultimately, they become self-actualized, self-confident individuals who own their learning and seek to make a difference in their communities.
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Norm	Description
Find joy in the work.	We will find joy in the work by communicating positively and using humor as appropriate to help us work better together. We celebrate our successes and embrace challenge with positivity and resolve.
Be productive and present (phones, technology).	We will be productive and present by becoming familiar with materials before we arrive and by being attentive to behaviors which affect physical and mental engagement.
Maintain a growth mindset even in disagreement.	We will maintain a growth mindset by pushing ourselves to be learners, probing for deeper understanding, and taking risks and time for reflection.
Actively and respectfully listen to all perspectives.	We will invite and welcome the contributions of every member and listen to each other by attending to the "7 P's of Collaboration:" promoting a spirit of inquiry, pausing, paraphrasing, probing, putting ideas on the table, paying attention to self and others, and presuming positive intentions.



Give kind, specific and helpful feedback.	We will communicate in a collegial and honest atmosphere by pushing each other's practice, being proactive, and grounding our thoughts, feelings, and opinions in evidence in order to find solutions.
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.

Agenda	Time (min)	Notes
Welcome: Agenda review, norms, roles, Mission statement, approve minutes for previous meeting	7	Meeting called to order at 6:20 p.m. Minutes from 3/13/2019 and 4/01/2019 Meetings: Motion to approve: Heather Doughty Second by Lee Mueller All in Favor
Public Comment	10	<ul style="list-style-type: none"> • T. Fioravanti, parent of current 6th grader and a 9th grader who attended ISAAC all three years. He wants to address test scores. Waterford parents don't care. What he cares the most is about our mission statement. Nina came to ISAAC for 3 years, she is in all honors classes at the high school. Arts, would love to see more arts here. Living in Waterford, it is a great school system. But what ISAAC offers, Waterford doesn't offer. • K. Fioravanti - Waterford scores are beautiful and wonderful and off the charts. Still chose to send their daughters to ISAAC because of its diversity. When she was teacher at ISAAC she saw a struggle with scores. Because of ISAAC being such a small school, you will see much diversity in the scores. Our scores are on track to high school graduation. More important is how schools feel in school. She saw something happen to her daughter from when she was a 6th grader here at ISAAC to when she left. A very confident student. Now that D. Howes is not here, she is not sure if her daughter will return next year. • M. Paterson - Even if not SpEd the data for students for ESL to acquire a new language is 7 to 10 years. Keep that in mind when thinking of the students have right now. For ESL students it is very difficult to get good test scores. Board members are invited to come to a data team meeting. • L. Lazarou - There are 4 staff members here who have been in the data team for the past 3-4 years. They look at the data in all aspects. Through the Interim Assessments they can see student growth that is not seen in state testing. • J. Mitchell - Created a progress monitoring tracking. Are supposed to be having PLC meetings but do not have the time to do that. There is no common planning period. Have good systems in place but need to meet with colleagues more often to reach goals.

	<ul style="list-style-type: none"> ● S. LaFrance - A large a population of students in need. A student who came to this country 1.5 years ago not having to school at all. He came in at a kindergarten level. He has made so much growth, but he is not reaching what the state scores requires. The testing is designed to fail kids. ● J. Mitchell - We do have kids who come in - 46% of our 6th graders are ELL, 504 or IEP. When you see our scores, yes they are going to look bad. But when we look at their growth through their 3 years at ISAAC, it is big. We have students who are above the proficiency. Something needs to be done to accommodate those students since sometimes teachers down their teaching. Would like to see more programming. ● K. Vitali - Talking about the 6th grade. This is by far the most talented 6th grade class he has seen in years. Chorus has got 40 out of the 90 students in 6th grade class. These guys are the best group his had; not driven by data but by what he sees personally. ● K. Fioravanti - Also sent her daughters here because D. Howes was our leader. That the board would get rid of him ● D. McMasters - One 7th grade class with 80% of students really low on basic Math. ● M. Barron reading for H. Parzych - One of the difficulties with SpEd, too many peopole in the building with too many balls in the air. She thinks that we need some sort of liaison to support the SpEd teachers for consistency and cohesive. Classes that are co-taught make her feel more like a para than a co-teacher. ● C. Blackshaw - PD around trauma. It was eye opening to staff that on average in CT 25% of young people suffer some type of trauma. We have a lot of behavior issues here. 25% of our students suffer from trauma and we haven't identified them. With all the challenges we have... Teachers need more PD on how to deal with behavior issues to be more successful and have more stratregies. ● B. Zegarzewski - Letter to board - Tough road moving forward with this change. 11 administrators in her 19 years. This year more disconnected year. Student behavior not address consistently. Stressful for teachers to teach. Investigative Workshop: 18 sessions. Give students an extra class to teach. Students have loss Spanish, etc. Suggestions: C. Pemberton would be a great Executive Director, just as Ruth Cole-Chu was. Consistency would be much appreciated. ● M. Paterson - Invites board members to come visit and see what teacher do. ● D. Sargent - Thank you to the board for all their work. And for them making the difficult decisions. In reference to behavior, we need to have consistency with the students and with the adults. Teachers are the heart of the school; let's not forget that we are crew. We are all the heart of the school.
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		<ul style="list-style-type: none"> • A. Solomon - turnover at the school recently. 6th Grade doesn't have a science teacher right now. The dedicated teachers that have been for many years, when new teachers come in they see so many behavior problems in the classroom. Meetings are important in order to discuss those behavior problems. Sometimes she feels isolated when dealing with student behavior. • M. Barron - If having time with nothing to do, then they could meet to discuss different issues with teams. Thank Kate Fioravanti for sharing about her daughter, Nina. He saw the nervous kid she was when she started in 6th grade and when she got to 8th grade and be part of Student Government. Every single one of us is here for the kids. This is what is best for them.
Student Report		None
Executive Director Report	10	<p>1. Executive Director's Resignation</p> <p>a. Correspondence from Mr. Howes to the Board was read.</p> <p>MOVED K. Rollins with a 2nd by R Muckle that the Board of Directors accept the resignation of ISAAC's Executive Director, David Howes. MOVED FURTHER that the Chairperson be authorized to finalize and execute his proposed resignation agreement, in consultation with legal counsel, on behalf of the Board of Directors.all in favor.</p> <p>C. Jones recommended moving the following 2 items to the bottom of the agenda. Moved by B. Crouch, 2nd R. Muckle, all in favor</p> <p>2. Executive Session to discuss Interim Executive Director</p> <p>3. Possible Action on Appointment of Interim Executive Director</p>
Academic Excellence	25	<p>K. Rollins is a Groton teacher. Many of our students were her students. She wants the community to know that. At the last meeting L. Lazarou and C. Blackshaw present work. Since the August meeting there has been a monthly topic for the meetings. Has worked hard to understand Mastery of Knowledge and Skills. Saw how discipline spiked last year. Discuss attendance concerns. When as a committee she has asked for information, she has received maybe a spreadsheet. When she heard about Investigative Workshop, she had to dig for definition.</p> <p>Chronic Absenteeism: Recognize a student every month who has had a problem with attendance and the student(s) get a gift card and encouraging card.</p> <p>Connecting with families and students for them to know that we are listening.</p>



		<p>CT State Turnaround visit. Presented that it was an overall positive visit. The Head of Student Life was not a part of that meeting when it was a lot information discussed about absenteeism.</p> <p>Have looked extensively at behavior and processes in place. Now using PowerSchool, from a spreadsheet.</p> <p>Enjoyed looking at students' outstanding work through a walkthrough.</p> <p>Proposing the the School Climate being given at the end of the year be given at the beginning and at the end.</p> <p>Current Absentee Rate is 8.8% - 23 students.</p> <p>C. Jones mentioned that the Academic Excellence Committee does a great job. The scores play a big factor in us renewing our charter. If we don't get renewed, we get shut.</p>
Development	5	<p>K. Gregoire mentioned that they did not meet in April but L. Muller is working hard on a steak dinner fundraiser. A flyer was passed around. At least once a year, the board will host a fundraiser event. A prize drawing will take place.</p> <p>Board of members were asked to go around to businesses and ask for donations to be used for a raffle. C. Jones committed to whatever K. Booker donates, he will double.</p>
Finance	15	<p>Already discussed.</p>
Governance	15	<p>Met yesterday. Executive Committee nominations. A sheet was passed around for each member to nominate a Chair, Vice Chair, Treasurer and Secretary. S. Smith is stepping down from Treasurer. It is C. Jones last year as Board Chair.</p> <p>S. Smith is leaving a year early. Asking C. Jones to fill S. Smith's job on the the board as Treasurer.</p> <p>Have not done a lot of recruitment recently, but will be refocusing.</p> <p>Parent Director, Shirley Briones will be asked if she wants to continue to do so.</p> <p>Teacher Director. 1st week in May the teachers will receive an email. If interested, teachers will fill a out a packet. The last few years there has been only one teacher interested so there has not been a need to vote.</p> <p>Do a Board evaluation. Will at some time do a debrief as to some</p>



		<p>recent happenings.</p> <p>Strategic Operating Plan has been tabled until we have a new Executive Director.</p>
Executive Committee	5	Did not meet.
New Business	25	<ol style="list-style-type: none"> 1. CT EdSight Report <ol style="list-style-type: none"> a. H. Doughty shared a graphic. A comparison of ISAAC over the past 4 years. Heather to give Milly the link. 2. Turnaround Visit to ISAAC <ol style="list-style-type: none"> a. H. Doughty shared visuals as to what the Turnaround office does. b. R. Muckle said they visited around 10 classrooms. Based on his opinion, the tour of the building went quite well. Good interaction between students with students and students with teachers. On the debrief it was very clear that their focus was on the numbers: scores, absenteeism and behavior. Scores are very important to the State. As a board, there will be more conversations about making progress in these 3 aspects. c. H. Doughty read something that made her think of ISAAC: "Not all learning can be measured by standardized testing." The state judges us on test scores, absenteeism, discipline, etc. While families judge us in various different methods. The visitors agreed that the walkthrough went amazing and it didn't match what the number show. The charter renewal will begin in the fall. We will be the last school going through the charter renewal process. They also brought up teacher turnover rate, teacher absenteeism. The decision as to whether we get our charter renewed will be for the 2020/2021 school year. C. Jones was insistent that board members attend that visit. Had it not been because R. Muckle and H. Doughty attended, would they have known the reason and outcome of the visit? M. Barron mentioned that it doesn't provide us much time to make changes in order to improve our test scores. B. Crouch mentioned that last June the state had provided ISAAC with what improvements they needed to see. The board was not made aware of this. The scores have been going down progressively. When we applied for the charter, we agreed to abide with what they were requiring us to do. M. Barron that there be a committee of 3 teachers that would regularly meet with board members to keep them in the loop as to what is going on. If we only have until the end of the school year to make improvements, what are the resources that they are offering that we can use from now until the end of the school year, which is just arond the corner? 3. Discuss Lottery 4. MAP Data



	<p>5. Events Sheet Shared (Milly to add link)</p> <p>The board is here for the best interest of the students.</p> <p>Motion to go into Executive Session: Moved by Heather Doughty, 2nd by R. Muckle, all in favor.</p> <p>8:02 pm</p> <p>6. Executive Session to discuss Interim Executive Director Exited Executive Session at 8:26 pm</p> <p>7. Possible Action on Appointment of Interim Executive Director MOVED B. Crouch with a 2nd by R. Muckle , that the Board of Directors appoint Louis Allen. Jr. as the Interim Executive Director, effective April 11, 2019 and continuing for such time as deemed necessary by the Board, subject to the execution of a contract by the Board Chair on behalf of the Board, and subject to the approval of the Commissioner of Education in accordance with Section 10-157 of the Connecticut General Statutes. all in favor.</p> <p>Moved by H. Dougherty with a 2nd by K. rollins that the Board of Directors charge the Executive Committee with establishing a timeline and Sub committee consisting of at least three (3) Board members; two (2) staff members, two (2) parents and two (2) students for the purpose of selecting a Permanent Executive Director. all in favor.</p> <p>Adjournment moved by K. Gregoire with a 2nd by K. Booker to adjourn at 8:38pm. all in favor.</p>
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Next Meeting Date:	May 8, 2019	Next Meeting Time:	5:30pm
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