



Board of Directors Meeting Agenda

Date	Time	Roles
11/14/2018	5:35pm	<u>Facilitator</u> - C.Jones <u>Minutes</u> - B. Crouch <u>Timekeeper</u> - M. Barron <u>Mission Statement</u> - <u>Norms</u> - K. Gregoire

Attendance	C. Jones, R. Muckle, M. Barron, K. Booker, K. Rollins, D. Brailey, D. Howes, L. Muller, B. Crouch, H. Doughty, K. Gregoire;L. Cabrera; S. Briones Guests: C. Baxter, C. Pemberton,
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ISAAC Mission Statement
<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>

ISAAC Vision
<ol style="list-style-type: none"> 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. All ISAAC students articulate how their habits and their CREW values help them to be successful scholars. 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. All ISAAC students are developing 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.

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.
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Agenda	Time (min)	Notes
Welcome: Agenda review, norms, roles, Mission statement, approve minutes for previous meeting (October)	5	Minutes of the October meeting were approved with a motion by Heather and a second by Kyle.
Public Comment	5	There was public comment by three ISAAC Teachers. Written comments attached to the minutes
Student Report	5	None
Executive Director Report	15	D. Howse provided an update of goals achieved since the last meeting. These included the sixth grade adventure trip; EL Education National Conference; Professional Development; Florence Griswold Partnership.
Academic Excellence	15	K. Rollins presented the work of the Academic Excellence Committee. Highlights included reports on truancy and the creation of a Plan to assist in the EL credentialed process.
Development	10	Kyle reported on the progress of the Development COmmittee. Highlights include a partnership with the Garde; opportunities for grants next year; partnership with IPAT; Giving Tuesday. Kyle will work with C. Pemberton to develop a mechanism for Giving Tuesday that will include a Board Gift Matching Program.
Finance	10	The Finance Committee presented the year end numbers for 2017-2018 and the proposed revisions for 2018-2019. D. Howse presented a proposal on staffing revisions. The Board will review the suggestions and will be prepared with questions and a possible vote in December. The ISAAC wellness plan was unanimously approved with a motion by B. Crouch and a second by L. Mueller.
Governance	10	H. Dougherty provided an update which included information on the training in New Haven; proposed Board self-evaluation; board recruitment. H. Dougherty reminded us of the Training from the Charter School Network on 1/14/2018; 1/28/2019 or 2/11/2019.
Executive Committee	5	C. Jones provided an update of the Executive COmmittee. Highlights included security; budget; recruitment; staffing.
New Business	15	At 7:20pm, there was a motion by H. Dougherty ; Seconded by B.



		Crouch for the Board to enter into executive session to discuss personnel issues and school security with D. Howse and C. Pemberton invited into the session. The motion was unanimously approved. Board return to Regular meeting at 8:00pm
		With a motion by Sharon and a second by Lee and unanimously approved the meeting was adjourned at 8:04pm

Next Meeting Date:	12/12/2018	Next Meeting Time:	5:30pm
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To: Board of Directors

From: ISAAC Teachers Union

Due to increasing concerns regarding escalated behaviors in the building and safety, we felt it was necessary to address these issues with all stakeholders. We are aware that there is a surplus of \$135,000 and a proposed use of the money to be allocated to new positions. The union is hopeful that you will take into consideration our feedback to better support the teaching and learning happening during the school day.

#1 Reinstate the Social Studies teacher position. Cutting this position has and will continue to cause fragmentation within the grade level teams. There is inconsistency of being able to effectively plan team-wide learning expeditions with a missing team member. The students need consistency and a COMPLETE team. Our biggest achievement in the last year was from the Community Faces project--spearheaded by a Social Studies teacher. If we are to build momentum for the improvement and quality of our collective work with students, there needs to be consistency and time to build relationships with students BEFORE beginning this work. Without consistent and significant common planning time among all team members, it will be impossible to plan impactful learning expeditions across the school moving forward. Our students deserve consistency through an integrated, impactful curriculum throughout the whole year, and we believe reinstating a full time Social Studies teacher position will do just that.

#2 Return Student Support back to a Behavioral Interventionist, School Counselor, School Social Worker. As mentioned, behaviors have escalated. To date there are over 400 visits to Student Support Center. In addition to the student visits, Ms. Z also has three classes, high school guidance and 504 Coordinating. SSC used to be consistent with Debra there from the start of the day to the end. Now it is covered by several people depending on the day. There is NO time to do academic or absenteeism counseling, nor time to do guidance lessons in the classrooms. Mediation is done in front of other students which is ineffective. When ISS takes place, there is a steady stream of students being sent down that makes it entertaining for these students to observe and comment on. Student statements are also piling up due to the



lack of privacy to pull students down into a space that is rarely empty. The old model was more effective to divide and conquer students sent down in a more professional manner addressing the issues and challenges occurring.

#3 Remove Investigative Workshops from the CORE teacher's schedules. Investigative Workshops were created to fill in classes during academy times since Health, .5 Art, .and .5 Music were cut from the schedule. This has created two significant issues that need attention. Students have complained about having Investigative Workshops and inquired to several teachers as to why the other classes have been pulled from academies. Because there have been cuts, there are less specials classes to offer students causing increased class sizes in music and art which had averaged 15 to and are now 20 or more students. Some students do not have an art or music and take two investigative workshops. In addition, giving the teachers an extra class to teacher and plan for has taken away the ability for the team teachers to meet on a regular basis during the week. This is detrimental to having grade level SST meetings with the increased behaviors in the building as well as to be able to plan expeditions. The expectation is for each team to do two expeditions a year and there there is absolutely no common team planning time during the week. If it does happen, it means two of the teachers have to work straight through the day without a prep/plan period. It is also suggested that the addition of a Media Art Technology teacher would be a positive addition to enhance expeditions and bring a new interest in the area of art to ISAAC. We have two music teachers with specialites and it is time we have art as well.