

**ISAAC Meeting Minutes - APPROVED**

Date:	Time:	Roles & Attendees
06.14.17	5:30pm	<ul style="list-style-type: none"> <li>• <u>Facilitator</u> - Chris</li> <li>• <u>Minutes</u> - Heather</li> <li>• <u>Norms</u> - Kyle</li> <li>• <u>Timekeeper</u> - Russell</li> </ul>
Attendance: D. Howes, C. Jones, S. Smith, S. Castagnaro, H. Doughty, E. Calkins, K. Gregoire, R. Learned Guests: Sue LaFrance, Mike Carbone, Chris Baxter, Richard Muckle, Christine Pemberton		
ISAAC Mission Statement: We inspire our students through the arts, communication, and exploration in a collaborative, multicultural community to be courageous citizens who are difference makers.		

Norm	Description
Find joy in the work.	<b>We will find joy in the work</b> by communicating positively and using humor as appropriate to help us work better together. - 6th grade
Be productive and present (phones, technology).	<b>We will be productive and present</b> 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.	<b>We will maintain a growth mindset</b> by pushing ourselves to be learners, probing for deeper understanding, and taking risks and time for reflection.
Actively and respectfully listen to all perspectives	<b>We will invite and welcome the contributions of every member and listen to each other</b> 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.	<b>We will communicate in a collegial and honest atmosphere</b> by pushing each other's practice, being pro-active, and grounding our thoughts, feelings, and opinions in evidence in order to find solutions.

Agenda:	Time (min)	Notes
Welcome: Agenda review, norms, roles, Mission statement, approve minutes for previous meeting	5	Action: Approve minutes for the May 2017 BOD meeting. Yea - 7, Nay- 0 Approve minutes for May 31 BOD Special Meeting. Yea - 7, Nay - 0
Public Comment	5	Mike Carbone addressed the Board. What he said in full is attached to the minutes.
Student Report	5	None
Executive Director Report	15	Report: New student enrollment by town per grade was presented. MAP data was presented - all goals that were set for the year were met. •Student Led Conferences and Portfolio Passage Presentations happened at the end of May. •Spring Concert happened on June 7. The level of growth has improved since the Winter Concert. •Three Adventure trips were completed, one for each grade. •Eighth Grade Promotion Event was held on June 13. Celebrations: Mike Carbone, Christine Pemberton, and Milly Rivera are congratulated for their work to

		<p>coordinate the 8th Grade Promotion Ceremony.</p> <ul style="list-style-type: none"> <li>•Keith Vitali and Bror Okerblom are thanked for all of their efforts in the music department.</li> <li>•Jen Mitchell, Amy Taylor, and Grace Rupe are thanked for their efforts to coordinate the Adventure Field Trips.</li> </ul> <p>Action: Vote on proposed 2017-2018 School Calendar. Yay - 7, Nay - 0</p>
Academic Excellence	10	<p>Report: MAP test scores were reviewed and the status of EL Credentialing.</p> <ul style="list-style-type: none"> <li>•MAP testing shows more progress in reading than in math, but great growth overall. Measurement is about growth targets. Success is based on internal culture of HOS and changes in staffing/coaches.</li> <li>•EL Credentialing goals were evaluated. Our unofficial score looks good.</li> </ul>
Development	10	<p>Report: Rochelle Duyan has resigned from the Development Committee. Committee is making connections out in the community to build expertise in membership. Committee is contacting prior big donors to seek future opportunities. Kyle will work with David to seek out grants to apply for, then look to identify larger projects in the fall.</p>
Finance	10	<p>Report: The April Monthly Report was shared. Everything looks on par. Carry over is currently unknown.</p> <ul style="list-style-type: none"> <li>•The June 30 report will be seen in September to give Kim time to close out the accounts and report back to the State.</li> <li>•Preliminary Budget was distributed.</li> <li>•Discussion: Question about reducing insurance costs - the insurance committee spoke with the insurance broker, there was an issue with timing so there was no change for this year but will be negotiated this fall.</li> <li>•Question about plans to change the budget, particularly in relation to cuts to staff and possible cuts to administration - the budget stands as is, it is viewed as the most responsible way forward. If changes need to be made during the year, we will reevaluate/adjust at that time. The proposed budget is representative of months of work and months of discussions.</li> <li>•Budget comes back to the Board in September once the staffing is in place and other unknown factors are then known.</li> </ul> <p>Action: Vote on 2017-2018 Budget. Yay - 7, nay - 0</p>
Governance	10	<p>Report: The prospective Parent Director was not offered the nomination due to comments made at the May 31 Budget Workshop. The committee felt she was not a good fit with the Board based on these comments and the purpose of the Board according to the Bylaws. Ellen and Steve voiced their disapproval of rescinding the offer of a nomination based on comments made at one meeting.</p> <ul style="list-style-type: none"> <li>•Moving forward, the committee will select a Parent Director through a transparent process with the Leadership Team.</li> </ul> <p>Action: Vote on Executive Committee nominees. Chris Jones will be Chair, Russell Learned will be Vice Chair, Heather Doughty will be Secretary, Sharon Smith will be Treasurer.</p> <p>Action: Vote on Bylaw Changes. Yay - 7, nay - 0</p> <p>Action: Vote on Board nominees. Vote for Kyle Gregoire is approved. Vote for Karen Rollins is</p>

		approved. Vote for Lee Muller is approved. Vote for Barbara Crouch is approved. Vote for Richard Muckle is approved. Vote for Heather Doughty is approved. All members approved unanimously. Teacher Director is approved and will be Sue LaFrance.
Executive Committee	10	Executive Director evaluation is being completed and will be presented to David before July 1. David will be offered a contract for next year. <ul style="list-style-type: none"> <li>•Ellen Calkins is thanked for her service on the Board for her many many years (over 21 years) of work and candor.</li> <li>•Jason Rusk is thanked for his service. He was not in attendance.</li> <li>•Steve Castagnaro is thanked for his service on the Board and the way he preps us to ask the necessary questions.</li> <li>•Mike Carbone, aka “Sneaker Guy,” is thanked for his work at ISAAC as the Instructional Coach, bringing culture and style to the school.</li> <li>•Eighth Grade Promotion was phenomenal. Thanks to David, Chris Baxter, Mike Carbone, Christine Pemberton, and Milly Rivera’s work to coordinate this special event.</li> </ul>
New Business	10	Discussion: Staff End of Year Luncheon on Friday, June 16. BOD members are asked to give money to Heather and encouraged to attend. Discussion: Any follow up about NLPS partnership? David says not at this time.

Next Step	Responsible Party

<b>Next Meeting Date:</b>	7.12.17	<b>Next Meeting Time:</b>	5:30pm
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From Mike Carbone:

Good evening,

I’d like to extend a sincere “thank you” to the Board of Directors, my colleagues, and friends and families of ISAAC for being here. My name is Mike Carbone and I have had the privilege of serving as the Instructional Coach at ISAAC for the past two years. Coming from a traditional, neighborhood school in Hartford, I could never have imagined myself serving at a Charter school. Which is what has compelled me to speak this evening.

Our school, along with our state, is at a financial crossroad - one that will not become easier to navigate in the near future. We have faced changes and challenges both years I have been fortunate enough to be involved at ISAAC. But this is what makes ISAAC unique. That, organizationally, as one CREW, we face challenges head on - accepting that we must continue to innovate and evolve to best serve the needs of our students and community. We are not the same as district schools or townships - where we can raise local taxes to supplement our budget shortfalls. We are not the same as Charter Management Organizations who seek seed money and private funders to reimburse bureaucratic structures and private education industry. We prove the possibilities of public education and show that not only can we do more with less but we can do better with less. We should not aim to be the same as other schools. What makes ISAAC different is what draws people

to it, and, we must continue to ask ourselves how can we be different. This entrepreneurial and innovative spirit was the cornerstone of ISAAC's beginning.

Next year will be challenging. But it is a collective challenge. The board, made of volunteers, must commit deeply to the work beyond committee meetings and beyond board meetings - its members must compel themselves to live the work. The staff, at a reduced number, must commit to provide the highest quality of education for every student beyond what is required. The community and our families must commit to support the mission of the school in advocacy and in service - helping and sharing a consistent message. This next year will prove whether we are truly a CREW - that is, when navigating through the rapids of change and uncertainty, each CREW member remains committed to the collective success of the whole.

I would like to share a measure of last year's academic progress. At the end of last year - changes were made programmatically and in personnel. Many CREW members questioned and doubted the direction and decision-making of each other. We lost a Special Education teacher, a veteran Language Arts teacher assumed a new role, we adopted a new math curriculum, incorporated standards-aligned interim assessments, introduced a new structure called the School-wide Data Team, changed the way we assessed students academically and behaviorally, implemented a whole new structure called FLEX along with a tier 2 intervention program, created two new classes for students, developed and required our 8th graders to deliver Passage Presentations, and incorporated diversity and inclusion training into our work plan for staff. This is just a small percentage of some of the challenges and changes that we faced heading into our current school year. Each of these changes and challenges was questioned or met with some type of resistance. And that's okay. Change is hard all of the time. But that is the purpose of ISAAC...to provide change in a boring, tradition-heavy realm of education for our students. Change is the seed of opportunity - and when it is supported and nurtured, that opportunity blossoms into possibility. And look at this one, simple measure of what change can bring. This is the same metric for this spring. When comparing the two, keep in mind our mission and vision.

The board has a responsibility to govern our school so that it can reach its full potential. Our Executive Director and his team has a responsibility to uphold the vision of the school and make decisions that best support it. The teachers and our union has a responsibility to provide students with the highest level of education aligned with the vision and potential of the school. The community and parents have a responsibility to support the students through partnership and advocacy. Next year will bring more changes and challenges. The year after will be the same, as will the next year, and so on. But the collective will of this CREW must not falter in favor of the status quo - it must think divergently and with purpose, so that our raft doesn't get caught in complacent currents. I'd like to thank the board for providing a forum last month regarding the budget as well as previous meetings where questions were asked and answered. Thank you for your time and thank you for the privilege of being a part of this CREW.