



Board of Directors Meeting Minutes

Date	Time	Roles
1/9/2019	5:30pm	Facilitator - C.Jones Minutes - M. Rivera Timekeeper - Mission Statement - C. Jones Norms - K. Gregoire

Attendance	Present: C. Jones, H. Doughty, L. Cabrera, S. Briones, R. Muckle, K. Rollins, M. Barron, K. Gregoire, L. Muller, B. Crouch Guests: C. Pemberton, C. Baxter, S. Raza's mother Students: Aliana, S. Raza Absent: M. Booker, S. Smith, D. Brailey
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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.

ISAAC Vision

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 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.



<p>Give kind, specific and helpful feedback.</p>	<p>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.</p>
<p>Driven by learning, informed by data.</p>	<p>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.</p>

<p>Agenda</p>	<p>Time (min)</p>	<p>Notes</p>
<p>Welcome: Agenda review, norms, roles, Mission statement, approve minutes for previous meeting (December)</p>	<p>5</p>	<p>Action: Minutes for December meeting were approved Motion to approve H. Doughty Second by B. Crouch, All in Favor</p>
<p>Public Comment</p>	<p>5</p>	
<p>Student Report</p>	<p>5</p>	<p>8th Grade ISAAC student, S. Raza, did her TEDx talk. She is new to ISAAC this year.</p>
<p>Executive Director Report</p>	<p>15</p>	<p>D. Howes shared a slide show. Read ISAAC's Vision. Celebrations and Successes: Honor Roll (168/271 = 62%); Zero Absences = 60 students; Only 1 Absence = 56 students Strategic Implementation Step - Consistent structures of professional collaboration to support data driven decisions and integrated projects. 12/4 Full Day of PD, 1/4 Half Day of PD on Quality Work Protocol SLCs on 12/4 - 80% of students had an SLC. Some are still to take place. Swing Choir performance at Foxwoods in December.</p> <p><u>Recognized</u> Teaching Staff: J. Ross, C. Blackshaw Operations: Q. Quinones, G. Lora - Examples of reaching out to the community. Connected with a string music school and created a Latin Music Jazz Band. Students: Prishtina Gashi, J. Rivera - National stage. Jose Rivera in sports. Prishtina G. is going to be a speaker at an event in DC. Parents: T. Stanley (parent of 6th grader) - A lot of work as IPAT Chair</p> <p>Upcoming Events:</p> <ul style="list-style-type: none"> ● MAP Testing 1/14-1/18 ● CT School Finance Workshop #1 1/14 ● SEAD (Social, Emotional and Academic Development) Launch Event 1/15 - Mike K. and Prishtina have been invited to present the Community Faces project to a group of about 300 people. ● TEDx Celebration 1/15 at the Groton Public Library



		<ul style="list-style-type: none"> ● STOMP Workshop 1/17 Performing at the Garde. We will host a workshop in the multipurpose room. Students from the Dance class and Nathan Hale students have been invited also. There might be some tickets available to offer to families. ● Community Meeting 1/18 ● MLK Holiday 1/21 ● National Charter School Week 1/21-1/25 ● Hygienic Youth Art Show at the Garde 1/26. Ms. Blackshaw and Mr. Vitali are involved. ● CT School Finance Workshop #2 1/28 ● Winter Concert at the Garde 1/29 at 5:30 pm - Let's spread the word to have as many guests as possible. No price per ticket. Goal is to get 500 guests. ● New Family Information Session #1 1/30 ● Winter Reading Marathon 2/6
Academic Excellence	15	<p>K. Rollins shared a handout. The number of students chronically absent is decreasing. Behavior Plan = 19 students. Will review data in the coming months to see how many students are added or removed. CICO (Check-in/Check-out) - Improving this effort High Quality Work - Areas Strength & Areas of Growth Mastery of Knowledge & Skills - Stressing to students the importance of writing. MAP Data - 49 students are at 70% or above. Working on moving students up to reach the 70%. Plan for Next Month: Review Winter MAP data, EL Mid-Year Report, Update of CICO and Golden Pass (49 students earned a Golden Pass. Only 1 student of the 49 is losing the privilege of the Golden Pass) Idea of students receiving a certificate when they achieve honors, earn a Golden Pass and perfect attendance so that parents know that their child is being recognized. Send a communication home.</p>
Development	10	<p>K. Gregoire Cleared any outstanding reports in reference to grants. There are 2 opportunities the committee will be working on. Communication Foundation grant application due Monday for 6th grade learning expedition in science. NLC Block Grant was a grant that it was decided that it was not feasible for ISAAC to apply. Working on appeal to the community. It is being finalized. Thought of events in the spring for fundraising. Gift wrapping fundraiser at the Crystal Mall and Five Below were moderately successful. For the gift wrapping fundraising, B. Crouch had the idea of having parents have their packages being delivered at the school and being wrapped there. More parent participation is being noted.</p> <p>Dates: 3/29/19 - Multicultural Event - Will talk to community groups about sponsorships, discuss raffle baskets, etc. April - Stake Dinner fundraiser - L. Muller is working on with</p>



		<p>Birdseye Cafe. 5/4/19 - Block Party At the next meeting, will revisit goals set in August.</p> <p>Partnership with the Garde - L. Muller is still working on building this relationship. Lee has a meeting with the Garde tomorrow.</p> <p>K. Gregoire and B. Crouch explained what a Block Grant is.</p>
Finance	10	<p>Budget 2018-2019; Budget 2019-2020</p> <p>C. Jones Audit results - auditors said that they need more time. Took an extra week. The extension was approved. We are in good shape. Looking into a new auditing firm.</p> <p>Approved Budget revision approved at the December Meeting</p> <p>Looking financially good. Incoming about 43%, expenses about 39%</p> <p>Maintaining their goal of being transparent when it comes to the budget.</p> <p>Added graphs to the report, thanks to C. Pemberton.</p> <p>We use Kelly Services for requesting substitute teachers. Different rates per school. For this reason, our sub rate was increased in order to be more competitive with other schools, while still staying within the budget.</p> <p>Signed a partnership with Project Oceanology. We have a seat at the Project O Board. So, C. Jones is sitting on their Board representing ISAAC.</p>
Governance	10	<p>H. Doughty Trainings on 1/14 and 1/28. Will tell how at the state level ...</p> <p>Looking for people to join committees: financial, policy (for Governance)</p>
Executive Committee	5	<p>C. Jones Can invite C. Baxter and C. Pemberton if going into Executive Session</p> <p>Already had approved a security person to be hired.</p> <p>Discussed Safety Workshop - get feedback from teachers, students, families and community - decided the February Board Meeting, right after the Board Meeting, at 7:00 pm - Driven by the</p>



		<p>Board - Provide food - B. Crouch offered to open and facilitate the workshop. K. Gregoire recommends keeping it similar to the budget workshop. Example: ISAAC is getting more cameras. Do we mention that at the workshop or not? Based on the comments and concerns we hear, it might clarify exactly what we look for when hiring the security person. M. Barron suggested listening to the concerns and following up a month or two later on how their concerns are being addressed. R. Muckle feels that we should disclose the fact that more cameras are being installed. He feels that it is a positive thing that will reassure attendees that we are taking safety seriously. D. Howes mentioned that a Safety Plan that we are required to have be available at the meeting. C. Baxter mentioned that mentioning the cameras at the meeting would be a positive. In a public forum we would not disclose what our lockdown procedures are, for example. B. Crouch feels it is important to decide the purpose of the meeting. C. Jones says that maybe the mention of adding cameras should be mentioned if the discussions calls for. S. Briones says that it is a reality and that mentioning the addition of cameras would not make her feel scared or uncomfortable. L. Muller would prefer to hear what the board has to say before questions are asked for. L. Cabrera agrees with Lee. B. Crouch brought up the idea of whether someone will be monitoring the cameras or if they will be there just to record and look back if there is an incident. If a security person is hired, there doesn't have any special announcement made, just as if we were hiring a new teacher. We would let families be know, just as we do when we hire a new teacher.</p> <p>Staffing: We are in the process of hiring a 7th Grade Social Studies & 8th Grade Science. Goal to have these teachers in the building the last week in January. We are also looking for a Special Ed Teacher to support mainly 6th grade but also some 7th and 8th grade. Looking into hiring Safety and Behavior Interventionist. Also posted for a long-term substitute.</p> <p>C. Jones mentioned that we have a high amount of teacher absences here at ISAAC. The Behavior Interventionist would cover the Student Support Center.</p>
New Business	15	<p>Staff Morale - No Bowling party for now while government shutdown. B. Crouch will email H.</p> <p>Committees 2019 Dates - All will remain the same. There will be no meetings in July. AE - 1st Mon at 5:00 Governance - 1st Tuesday at 5:00 Development - 1st Wed at 5:00 Finance - last Wednesday at 3:30 Executive Committee - last Wed at 5:00 BOD - 2nd Wed at 5:30</p>



		Motion to adjourn meeting by C. Jones, 2nd by R. Muckle. Meeting adjourned at 7:10.

Next Meeting Date:	2/13/2019	Next Meeting Time:	5:30pm
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