



Thursday, August 25, 2022 @6:00 p.m.  
Board Meeting via Zoom

Meeting ID: 842 2731 7320  
Passcode: MJ1v1^

### AGENDA

1. Call to Order
2. Adoption of July minutes
3. Adoption of August Governance Vote minutes
4. Vote for New Secretary of Board
5. Lou Jimenez-Lincoln Barretta-Enrollment Report
6. Lavinia School Report
7. Board Committee Reports
8. Public Comments
9. Adjournment

## Trustees Present

Richard Bayles
Gretchen Pusch
Justin Toliver
Peter Low
Amanda Low
Jonathan Stearns
Reby Gulcan
Tanya Hoffler Moore

### Storefront Academy Staff:

Dr. Nicole Campbell, CEO  
Mr. Stuart Wolf, Director of Finance  
Ms. Natalia Perez, Secretary to the Board  
Ms. Carol Singletary, South Bronx Campus Principal  
Ms. Yoselyn Fernandez, South Bronx Assistant Principal  
Ms. Taleema Chesney, Harlem Campus Principal  
Ms. Amia Fisher, Dean of Harlem  
Mr. William Loskoch, Lavinia Group Representative  
Ms. Jennifer Johnson, Director of Student Support  
Ms. Madeley Sanchez, Parent Coordinator  
Ms. Maria Ruiz, Director of Operations  
Ms. Yubdeley Ricardo, Finance and HR Associate  
Ms. Marie Lucas, Director of Compliance

## **1. Call to Order**

- Mr. Bayles called the meeting to order at 6:00 p.m.
- Mr. Bayles stated that, due to recent, unforeseen circumstances, the meeting agenda would be changed, in order to allow the Lavinia Group presentation, followed by an executive session to address other recent developments.

## **2. Lavinia Group Report**

- In the beginning of the collaboration with Lavinia Group, the Board and the Group set very ambitious goals, but expectations were unknown at the time.
- Teachers and staff have taken exceptional steps and given great effort in order to produce the best results possible, particularly after implementing brand-new curriculum.
- F&P data shows exceptional progress and growth in some areas, such as 3rd and 5th Grades, especially considering that the previous year was plagued by COVID and other situations affecting the Academy and Department of Education.
- Kindergarten and 1st Grade goals were not met, considering the high bars previously placed, therefore the approach will be refocused to enhance the educational approach.
- Data between the two campuses is slightly different, given the different populations and the different circumstances for the individual campus. However, most of the previous year's goals were met for both campuses, and they will provide a better beginning level for the upcoming school year.
- Some new data collection and analysis tools are being developed in order to best assess growth, benchmarks, goals, and strategies. However, data goals will not be established before the next round of F&P.
- In some cases, even when students did not meet the stated goals, they still demonstrated marked improvement. For example, a student may have gained one or two grade levels in reading, although not meeting the benchmarks. However, when taken in context, this shows marked and impressive individual

improvement.

- Teacher training and involvement remain paramount for the program's success.
- The next major data collection will occur in October, and that data and strategies will be refined in order to meet more ambitious goals for the December data collection.
- Educational concepts are taught in groups, with a holistic not in isolation, in order to promote and enhance critical thinking and love of learning.
- More campus visits will be scheduled in order to assess progress, benchmarks, and goals.
  - The board indicated that it would be helpful to receive the Lavinia Group updates every meeting.
- The board discussed the overall teacher shortage, and how these challenges must be considered, addressed, and met with new strategies. However, when considering new teachers for the Academy, each staff team should have at least one person with the knowledge necessary to introduce new personnel to the way and strategies that the Academy and Lavinia Group have implemented, in order to facilitate integration and the best teaching/learning experience possible..

The board recessed from 6:34 p.m. to 7:15 p.m. for an executive session.

- Mr. Bayles recalled the meeting at 7:15 p.m.
- The board discussed needing to understand the gaps of educational foundation that are necessary to accomplish the Academy's mission, as well as understanding what is necessary to obtain and maintain a full cadre of teachers, given the number of teachers that have left.
  - The Academy has not received many teacher applications in order to fill the vacant positions; the vacancy issues are not due to funds, but due to qualified candidates.

- \_\_\_\_\_ In order to quickly handle new teacher applicants, the CEO and her staff have begun preparing a process whereby qualification assessments will be done faster, in order to propose an appropriate job offer to those qualified which will be commensurate with their experience level.

- \_\_\_\_\_ The board discussed whether to provide all teachers with a 3% pay increase, which would cost approximately \$250k, but an in-depth analysis has to be conducted before deciding anything in this area.

- \_\_\_\_\_ Utilizing temporary teachers was discussed, and the board and Academy staff agreed that this would help remain effective in providing leadership and teaching for all students, especially given the recent seven resignations.

- \_\_\_\_\_ It is important that the appropriate systems are in place for all aspects of the Academy, and that people know what the systems and protocols are and how they are utilized, in order to remain successful and keep a unified message.

- \_\_\_\_\_ There should be at least quarterly meetings between a representative of each Board Committee and the campus principals in order to plan and strategize.

- \_\_\_\_\_ Within the next 10-12 days, the board will research New York City's retirement program, a short-term plan to combat the current vacancy issues will be developed, and the budget will be reworked in order to restaff and maintain personnel.

The meeting was adjourned at 7:32 p.m.