



## **BOARD OF TRUSTEES MEETING MINUTES**

**January 23, 2019**

**6:00 - 8:40 pm**

**Held at Mastery Prep Elementary Charter School, Room 109  
1798 W. Hunting Park Ave, 19140**

### **Roll Call**

Board Members: Bob Victor, Don Kimmelman, Graham Finney, Hosea Harvey, Suzanne Biemiler, Judith Tschirgi (Phone), Stacey Sellers, Robin Olanrewaju (phone), Gerry Emery (phone); Absent: Sulaiman Rahman; Quorum: 9/10 members

Staff: Scott Gordon, Joe Ferguson, Yonca Agatan, Vanessa Benton, Tom Greenwood, Michelle Brown, Francina Girard, Michael Petron, Jeff Pestrak, Bob O'Donnell (counsel); By phone: Laura Clancy

Scott Gordon called the meeting to order at 6:10 pm

### **DISCUSSION**

Preliminary findings, calendar and grading was presented by Jonas Crenshaw.

- Review of strategic plan 2022 & Calendar
  - Fall 2018 priorities
    - K-2 Literacy
    - 3-8 Wheatley
    - Teacher Retention
    - Secondary Grading
    - Calendar
  - Goal for calendar strategy was to create a calendar with predictable logic that maximizes instructional time, as well as address the issue of the Philadelphia and Camden calendars not being synced and issues raised from employee feedback (spring break, shorter work year for teachers, administrator training in June). 760 responded to employee survey in regards to calendar only.
  - The guiding principles for calendaring logic was more instructional time before state assessments, recognizing the diversity of Mastery families and employees, celebrating key religious holidays, aligning to host districts, ending earlier in June, minimizing short school weeks for students.
  - Management presented a series of calendar proposal vs. current practice. Board questioned how were days recaptured? Management responded that professional time was taken from the



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front and back end, professional development time during school year was reduced, and responsive teaching days have also been restricted (teacher review days, days reduced so teacher can get back to normal teaching cycle).

- The calendar will be shared with principals 2/6.
- Secondary grading
  - Grading scale not translating to colleges/other districts – all local HS use 10-point scale which caused issues when students transferred to Mastery; student's grades were hard to convert to mastery system. GPA's are not accurate and do not allow for honest conversations in regards to college readiness.
  - Management presented the following proposals:
    - Excluding participation, completion, and behavior from student grades and listing them separately as indicators on report cards
    - Consistency in assignment weight. Formative assessments – 30%, summative assessments – 70%. Benchmark assessments count as one summative assessment.
    - Transition to a 65-100 grading scale. 50 the lowest grade assigned for a quarterly grade.
    - Abandoning whole-grade retention; HS grade promotion based on credit accrual. Middle school students must pass ELA, math, and science. HS students must pass at least one semester of a course to be eligible for summer school.
  - Will have meetings with principals and teachers to find out best way to implement proposed changes.
  - Board suggestion: Labeling soft skills so that they can be tracked and presented as a tangible that could be used in the work force.
    - Terming it something that can let the full scope of the student to be identified.

### **Action Resolutions**

- **Approval of the Minutes from November 7, 2018:**  
**R-012319-01 (All Boards)**  
*Resolved, to accept the minutes of the Board meetings of Mastery Charter High School, Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter Mann Elementary, Mastery Charter Harrity Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Mastery Charter, Simon Gratz High School Mastery Charter, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter, Pastorius-Richardson Mastery Charter, Frederick Douglass Mastery Charter, Mastery Charter John Wister Campus, and Mastery Prep Elementary Charter School from November 7, 2018.*



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**Motion to approve R-012319-01: Don Kimmelman; Second: Graham Finney;  
Motion passes with unanimous approval.**

- **Human Resources**

**R-012319-02 (All Boards)**

**Resolved**, to ratify Mastery Charter Schools staff hired between October 27, 2018 and January 11, 2019 as presented.

**Motion to approve R-012319-02: Graham Finney; Second: Hosea Harvey;  
Motion passes with unanimous approval.**

### **Finance & Compliance**

**R-012319-03 (All Boards)**

**Resolved**, to accept the FY18 audited financials (including the GASB 54 fund balance designations) previously approved by the Finance Committee in November 2018 for Mastery Charter High School, Mastery Charter Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Mastery Charter Hardy Williams Academy, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School, and Frederick Douglass Mastery Charter School.

**Motion to approve R-012319-03: Hosea Harvey; Second: Suzanne Biemiller;  
Motion passes with unanimous approval.**

**R-012319-04 (All Boards)**

**Resolved**, to approve the revised FY19 budgets (i.e., January revision) for Mastery Charter High School, Mastery Charter Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Prep Elementary Charter Schools, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Mastery Charter Hardy Williams Academy, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School, and Frederick Douglass Mastery Charter School.

**Motion to approve R-012319-04: Graham Finney; Second: Hosea Harvey;  
Motion passes with unanimous approval.**



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### **R-012319-05 (All Boards)**

**Resolved**, to adopt the Title IX Notice and Grievance Procedures for Mastery Charter High School, Mastery Charter Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Prep Elementary Charter Schools, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Mastery Charter Hardy Williams Academy, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School, and Frederick Douglass Mastery Charter School.

**Motion to approve R-012319-05: Hosea Harvey; Second: Graham Finney; Motion passes with unanimous approval.**

#### Additional Discussion:

- Financial performance on-track with budget
- No major surprises or concerns
- Consistent with trends from prior years
- Revenues & expenses were adjusted for contracts in existing grants

#### **Executive Committee & CEO Reports**

##### **R-012319-06 (MCHS Board - Advisory Opinion Resolution –City)**

**Resolved**, to authorize and direct Robert O'Donnell, Counsel to MCHS is hereby authorized and directed to seek an Advisory Opinion from the Philadelphia Board of Ethics clarifying the above obligations of MCHS and seeking an exemption from lobbying registration and disclosure under the Code.

**Motion to approve R-012319-06: Gerry Emery; Second: Robin Olanrewaju; Motion passes with unanimous approval.**

##### **R-012319-07 (MCHS Board - Advisory Opinion Resolution –State)**

**Resolved**, to authorize and direct Robert O'Donnell, Counsel to MCHS is hereby authorized and directed to seek an Advisory or Opinion from the Pennsylvania Ethics Commission clarifying the above obligations of MCHS and seeking an exemption from registration and disclosure under the Act.

**Motion to approve R-012319-07: Robin Olanrewaju; Second: Gerry Emery; Motion passes with unanimous approval.**

#### Additional Discussion:

- RP 2 Results & Trends
  - Theme for Year: Culture of Excellence:



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- 100% of teachers met Instructional Foundation; 85% met Category expectations.
- 95% of students on task in every class; consistent supports and consequences.
- All students greater than 90% attendance.
- Culture is on-point
- Growth headlines:
  - Reading is accelerating while math is stagnant. Middle grades are dramatically outgrowing elementary grades.
  - Growth continues to lag goal, but Camden is growing at national average. Positive and negative outliers are emerging.
- Extra attention will be given to struggling schools with a changes in leader and supervisors.

### **Expulsions**

***R-012319-08 (No MCHS)***

***Resolved, that N.K. be permanently expelled from Mastery Charter Schools - Hardy Williams High.***

***Motion to approve R-012319-08: Hosea Harvey; Second: Stacey Sellers; Motion passes with unanimous approval.***

**Meeting adjourned at 8:31pm by Bob Victor**