

**Hyde Leadership Charter School
Trustees Meeting
January 10, 2015
50 Hanson Rd, Darien, CT 06820
Minutes**

Trustees Present: Herb Fixler
 Deborah Dumont
 David Steadly
 Dennis Mehiel
 Wilder Baker
 Herb Kaplan
 Oz Hanley

Trustees Absent: David Sachs
 Robert Kramer
 Jeanette Melendez

Also present: Thomas Sturtevant, Executive Director
 Michael McNamara, Chief Operating Officer
 Joanne Goubourn, Hyde Foundation

With a quorum present the meeting began at 8:57 AM, Mr. Fixler presiding.

1. Review of Hyde Strategic Plan Goals

Mr. Sturtevant reviewed the following the school's Strategic Plan goals, which are consistent with goals established last year. He enumerated the following goals:

- A. Improve K-8 ELA and Math performance through continued integration of the Common Core and greater vertical alignment of that curriculum;
- B. Continued emphasis on Data-driven Instruction
With an increased focus on student and family-driven outcomes;
- C. Change school culture to de-emphasize use of the Dean's Area and maximize student in-classroom learning time;
- D. Modify previous goal to Increase Teacher Observations to take into account different needs of longer-tenured vs. shorter-tenured teachers; different instructional coaching needs of Elementary School; Middle School and High School;
- E. Focus on lowest 1/3 students;
- F. Attract and Retain High Quality Teachers;
- G. Enhance College and Life Readiness;
- H. Refine Hyde Foundation "Urban" Model.

Sturtevant pointed to lots of progress on curriculum, specifically Core Knowledge in Elementary

School, and the TERC and Singapore Math programs.

Mr. Steadly asked if students from multi-student families performed better than those from single-student families. Sturtevant replied that this had not been exhaustively studied but anecdotally it seemed to be true.

Mr. Baker asked if we had done or could do focus groups among teachers we hoped to recruit but chose other schools or career opportunities to see if we could learn why they did not choose to come to Hyde. Sturtevant agreed to look into this.

Ms. Dumont asked if there was a clear correlation between the Hyde Character Curriculum and student performance outcomes? She is looking to our data collection templates for insights.

2. Charter Renewal Update

Sturtevant reported that Hyde's Charter Renewal Application had been submitted to DOE in advance of the deadline. He outlined the details of the charter renewal visit and timeline subject to change after further discussion with representatives from DOE.

3. Five Year Charter Renewal Budget

Mr. McNamara presented the 5-year budget included in the Charter Renewal Application. He noted that per-pupil reimbursement rates are already set for FY16 and FY17, although the State Legislature is considering a \$75 per pupil increase above the rates agreed to last year for FY16. At approximately 1% growth per year, and no room for grade or classroom expansion, Hyde's financial projections are built around very tight cost growth—on the order of 2% or less for most budget categories—in order to maintain modest yearly surpluses. Annual growth in fundraising revenue will also be necessary to fully fund Hyde's operating needs.

McNamara recommended that Hyde match the May 2015 DOE pay scale for new and returning teachers. Comparability with DOE pay has been a Hyde practice since 2011 and it is an important recruiting and retention strategy. After discussion, the Board of Trustees approved the teacher salary component of the FY16 budget to include salary steps consistent with the May 2015 DOE wage scale.

4. Board Committees

Mr. Fixler asked that Board members review their committee assignments and get back to him with any changes they would like to see for the year to come.

5. Other Business

None.

6. Adjournment

There being no further business, the meeting was adjourned at 11:54 am.

Minutes prepared by Michael McNamara