

**Hyde Leadership Charter School
Trustees Meeting
July 27, 2015
830 Hunts Point Avenue Bronx NY 10474
Minutes**

Trustees Present: Herb Fixler
Wilder Baker
Herb Kaplan
David Steadly
Dennis Mehiel

Trustees Absent: Robert Kramer
Deborah Dumont
Jeanette Melendez
Oz Hanley

Also present: Maureen Singer, Trustee nominee
Thomas Sturtevant, Executive Director (via phone)
Michael McNamara, Chief Operating Officer
Joanne Goubourne, Hyde Foundation

With a quorum present the meeting began at 6:16 PM, Mr. Fixler presiding.

1. June 22, 2015 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the June 22, 2015 Board meeting.

2. Nominating Committee

Mr. Fixler asked Ms. Singer to leave the room so that the Trustees could discuss her candidacy for the Board. Discussion ensued among the Trustees in favor of Singer joining the Board. A motion was made, seconded and unanimously approved by the Trustees present to add Ms. Singer to Hyde's Board of Trustees. Ms. Singer rejoined the meeting and was informed of the outcome of the Trustees vote and the DOE requirements for adding her to the Board.

Mr. Fixler, as Chair of the Executive Committee, appointed Deborah Dumont and Dennis Mehiel as Executive Committee members for a term starting August 1, 2015 and ending July 31, 2017. In accordance with the by-laws, he asked the Trustees to consent to their appointments and term. The trustees present gave their consent.

Wilder Baker has introduced Michael Sload, Global Head of Consumer Products for Colgate Palmolive, as a potential Board Trustee. Mr. Sload will attend the Board meeting in August.

3. Development Committee

Mr. Mehiel presented a year-end recap and July update on Development activity. He reported that fundraising is off to a strong start in FY16 with the receipt of the \$50,000 Hecksher Foundation grant and over \$25,000 of other donations. He reviewed a format that the Development Committee plans to use for monthly reporting to the Trustees and described Foundation activity currently in progress. He eloquently described the Hyde platform for marketing materials used with funders. He informed the Trustees that Mr. Williams, Associate Director of Development, hopes to meet with Trustees individually to discuss their fundraising goals and offer his assistance.

Mehiel acknowledged the strong year-end funding from members of the Hunts Point business community who are being actively courted by Herb Kaplan. Kaplan expressed gratitude for a large donation from D'Arrigo Brothers which is very supportive of Hyde but will not visit the school. Mr. Fixler recommended that a group of students visit D'Arrigo Brothers to personally thank them for their continued support.

There was a general discussion of ideas for a 10-year Hyde Bronx anniversary. Mr. Baker felt this event would be a good opportunity to approach Bronx-born celebrities. Mr. Steadly reminded the Trustees of the offer made to hold a joint fundraiser with the Bronx Museum of the Arts. Fixler recommended tabling the discussion until the August Board meeting.

4. Executive Director's Report

Mr. Sturtevant thanked Maureen Singer for joining the Board. He updated the Board on the status of the school's Strategic Plan. The previous Head of School had implemented a three-year Strategic Plan which ended June 30, 2015. A centerpiece of that plan was a commitment to data-drive instruction. While recognizing the value of data analysis, Mr. Sturtevant stated there is no strategy better than having great teachers. He said it was time consuming and difficult to develop great teachers and high turnover was a further problem with this strategy. Hyde needs to attract and retain the best teachers. That is a cornerstone of the Strategic Plan currently in development for the current Charter term.

Sturtevant has recently spent considerable time analyzing State test results, question by question for the last three years and drew some conclusions from the data. He sees gaps in students' mastery of specific Common Core reading and reading comprehension skills. He believes students need to practice more. More thinking, more reading, more use of important academic skills.

He sees a clear link to fundraising in improved academic performance. Foundations and individual funders intuitively appreciate the value of Hyde's character curriculum but are reluctant to donate to the school if the school does not also have strong academic results. Conversely, funding may flow much easier if Hyde can demonstrate both a commitment to academic and character. Mr. Kaplan stated that link did exist in Hyde's high school as evidenced by good Regents scores, high four-year graduation rates, high college acceptance and hopefully high college persistence. He believes we can make that case now even if 3-8 testing results are

not as good as we expect they will eventually be. He sees a strong call to action to have funders recognize our high school success and partner with us to improve K-8 performance.

Sturtevant noted Hyde-Bronx and the Hyde Foundation haven't been able to objectively quantify the value of the Family Education effort. Need to get this done as part of strategic plan.

Over the course of last school year, Sturtevant became concerned about consistency and culture in the Upper Elementary (4th and 5th grades) and Middle School. Hallway transitions have been particularly challenging. For the start of the FY16 school year, he has re-aligned classrooms on 4th floor to separate Upper Elementary from Middle School into separate spaces. There were a number of office personnel who have switched offices as well.

Regarding the State tests from April 2015, Sturtevant reported we don't have proficiency scores yet. Those scores should come in August. The school has received question-by-question test results for 2014-15. Looks like 3rd grade approximate city-wide results; 4th/5th down but some better 5th ELA scoring. 8th grade far exceeded city scores. ELA growth is a charter renewal goal. Will share results with Board next month but Tom does not expect to see dramatically different results from last year's.

Finally, he reminded Trustees that Hyde is working with a very small margin in this year's budget. More challenging still is FY17. Hyde expects to receive approximately \$210,000 from a State Senate set aside for charter schools but can't plan that into long-term decisionmaking because we don't know if Senate earmark will be repeated.

5. Finance Committee

Mr. McNamara reported on June and full-year 2015 results. The school benefited from strong Special Education division revenues and less attrition of general education students than in previous years. Costs were effectively contained. Not counting non-cash charges for rent and depreciation the school had a surplus over \$500,000 but McNamara stated that audited financials, including those non-cash charges, would show a deficit of approximately \$500,000.

At Mr. Fixler's request, McNamara summarized year-end cash and investment balances compared to the prior year.

6. Marketing/Advertising/Public Relations Committee

No report.

7. Human Resources Committee

No report.

8. Facilities Committee

No report.

9. Education Committee

No report.

10. Government Relations

Ruben Diaz, Jr. offered to teach a high school class. Mehiel wants to reach out to Hyde's High School Director to see if this is a good idea and then get back to him about it.

11. Hyde Foundation

Hyde celebrates 50 years of operation next June. Ms. Goubourne described the boarding schools and Hyde Foundation as going into a new phase. Malcolm Gauld is working to break down the us (urban) vs they (Boarding school) barriers. New discussion is taking place to bring the public schools into the celebration and work more collaboratively going forward.

12. Other Business

None.

13. Public Comments

None.

14. Adjournment

There being no further business, the meeting was adjourned at 7:50 pm.

Minutes prepared by Michael McNamara