

Hyde-Bronx Trustee Meeting Minutes
Hyde Leadership Charter School
Trustees Meeting
November 28, 2016
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present: Herb Fixler
 David Steadly
 Maureen Singer
 Oz Hanley
 Herbert Kaplan
 Deborah Dumont

Trustees Absent: Richard Romanoff
 Dennis Mehiel
 Jeanette Melendez

Also present: Thomas Sturtevant, Executive Director
 Michael McNamara, Chief Operating Officer
 Josh Williams, Director of Development and Communications
 Tony Stoupas, Board Candidate
 Ruth Jarmul, Board Candidate
 Steve Dvorkin, Guest

The meeting began at 6:07 PM, Mr. Fixler presiding.

1. October 24, 2016 meeting minutes

A motion was made, seconded, and unanimously approved by the Trustees present to approve the minutes from the October 24, 2016 Board meeting.

2. Nominating Committee

Mr. Fixler welcomed Mr. Stoupas and Ms. Jarmul to the meeting and indicated that both are candidates for Board membership. Mr. Stoupas is a Hyde-Woodstock parent with an interest in supporting Hyde Leadership Charter School in the Bronx. He has been actively engaged in the Hyde Foundation and is the Chief Information Officer at Moody's. Ms. Jarmul is a Harvard Business School alumna with extensive experience in non-profit leadership. Mr.

Stoupas, Mr. Jarmul, and Mr. Dvorkin were asked to briefly exit the room in order for the Board to deliberate.

Mr. Kaplan motioned for Ms. Jarmul to be considered for Board membership. Mr. Hanley seconded the motion and all Trustees present voted in favor of approving Ms. Jarmul for the Hyde Leadership Charter School Board of Trustees.

Mr. Fixler motioned for Mr. Stoupas to be considered for Board membership. Ms. Dumont seconded the motion and all Trustees present voted in favor of approving Mr. Stoupas for the Hyde Leadership Charter School Board of Trustees.

Mr. Stoupas, Ms. Jarmul, and Mr. Dvorkin were invited to re-enter the room and the Board of Trustees celebrated the outcome of the vote with a round of applause.

Mr. McNamara reviewed with Mr. Stoupas and Ms. Jarmul the next steps for formally joining the Board, including paperwork requirements for the New York City Department of Education. Mr. McNamara indicated that he would provide the Board of Trustees with an update contact sheet for all active Board Trustees.

3. Executive Director's Report

Mr. Sturtevant and Ms. Dumont presented the Board of Trustees with Mr. Sturtevant's goals for the 2016 – 2017 school year, as drafted by Mr. Sturtevant, Ms. Dumont, and Mr. Fixler following the release of the prior years' testing results. Ms. Dumont noted that the goals focus on five fundamental categories for organizational success; testing outcomes; high-quality teacher recruitment, development, and retention; fundraising; long-term metrics of success such as high school graduation, college enrollment, and college completion; and adherence to Hyde's signature practices and character program. Ms. Dumont indicated that, with the Board's approval, the goals outlined would be effective and be the basis for Mr. Sturtevant's performance review at the conclusion of the school year.

Ms. Dumont motioned for the Board to adopt the Executive Director's goals for the 2016 – 2017 school year, Mr. Hanley seconded the motion, and all Trustees voted in favor of adopting the Executive Director goals for the 2016 – 2017 school year.

Mr. Sturtevant reported that a new law enables charter schools in New York to apply for alternative charter school authorizers, with the primary state charter authorizers including the New York City Department of Education, the State University of New York, and the State Education Department. Mr. Sturtevant noted that he and the members of the Senior

Leadership Team are considering the potential benefits of making a transition toward a different charter authorizer, but that no decision had yet been made.

Mr. Sturtevant reported that Ms. Amaris Obregon, Elementary School Director, is currently overseeing a project to strengthen Hyde's early literacy education programs. Working in collaboration with Hyde Elementary School teachers, Mr. Obregon and Hyde faculty are re-writing curriculum to focus on critical thinking, engagement, character competencies, inquiry, student collaboration, reading, writing, speaking, listening, and more. Additionally, Mr. Sturtevant reported that he's recently engaged with conversations with a potential supporter who may invest significantly in the Elementary School in order to improve the literacy program and physical spaces for learning.

Mr. Sturtevant reported that Ms. Laura Troy, Director of Recruitment, and Ms. Gaaya Thiagarajah, Dean of Instruction, will soon be traveling to Syracuse University to lead a professional development session on Special Education. The presentation is a component of the school's recruitment strategy for the year, including strengthening partnerships with local universities and creating opportunities for new teachers to learn about Hyde Leadership Charter School.

Mr. Sturtevant reported that the most recent K-12 staff professional development sessions focused on character development and the skills and deeper competencies needed for success in the 21st century.

4. Finance Committee

Mr. McNamara reported that the school's Senior Leadership Team would like to offer teachers and staff offer letters earlier in the school year. Mr. McNamara noted that in the past, Hyde waited until April or May to deliver offer letters, a process that could be improved. Mr. McNamara indicated that by communicating with teachers and staff about employment decisions earlier in the school year, Hyde would be supporting staff and teachers' professional development, providing them with more time to consider their employment and development needs. Additionally, beginning staff conversations earlier in the school year enables the school to get a better understanding of its open positions and recruitment needs for the spring.

Mr. McNamara stated that accelerating the staff and teacher offer letter process is the leadership team's preference, it will have financial implications for the school, solidifying staff salary and benefits costs earlier than years' past. Mr. McNamara and Mr. Sturtevant projected confidence in their ability to effectively manage the school's budget and resources for the 2018 Fiscal Year given this change.

Mr. McNamara provided the Board with an opportunity to discuss this potential shift. The Board acknowledged the importance of shifting toward an earlier offer letter process and approved of Mr. McNamara and Mr. Sturtevant's decision.

5. Development Committee

Mr. Williams provided a real-time look at the school's fundraising progress to date and compared these figures to the 2015 and 2016 Fiscal Years. Mr. Fixler noted that the fundraising progress for the 2017 Fiscal Year continues to lag, and he encouraged the Board to take ownership of fundraising results. Mr. Kaplan asked about the distribution of fundraising totals by category, such as Board giving, individual giving, foundational giving, and more. Mr. Williams indicated that at the next Board meeting, he would be able to provide these figures.

Mr. Williams reiterated that it is the shared responsibility of the Board of Trustees, Executive Director, and Director of Development to ensure that the school has the resources it needs for success. Mr. Williams then led the Board of Trustees in an exercise to practice speaking with others about the school and inviting others to join the school's mission. Mr. Williams posed the two questions; 1) What first attracted you to support Hyde Leadership Charter School and 2) Why do you continue to be involved? The Board broke into small groups to discuss those questions.

Mr. Williams provided the Board of Trustees with additional facts and information that they can use to support their discussions with potential education partners, and indicated that these would also be shared via email.

Mr. Williams provided the Board of Trustees with time to make personal lists indicating how they will support the school's year-end fundraising efforts.

6. Human Resources

No report.

7. Marketing/Advertising/Public Relations Committee

No report.

8. Facilities Committee

No report.

9. Education Committee

No report.

10. Government Relations

No report.

11. Other Business

Mr. Fixler noted that the Board will need to set aside a date, time, and location for its annual retreat to be held in January. Mr. Fixler reminded the Trustees that the next Board meeting will be held on Monday, December 19th.

12. Public Comments

Mr. Dvorkin encouraged the Board and the school in its mission and noted that education is the most effective means for escaping poverty and changing the trajectory of children's lives.

13. Adjournment

There being no further business, the meeting was adjourned at 8:07 pm.

Minutes prepared by Josh Williams.