

Uplift Education Board Meeting  
Friday, September 13<sup>th</sup>, 2019 at 12:00 p.m.  
Location: Uplift Education Central Management Office – 1<sup>st</sup> Floor Conference Room  
1825 Market Center Blvd., Dallas, TX, 75207

Called to Order: 12:05 a.m.

Adjourned: 5:50 p.m.

Voting Governors Present:

1. Ryan Moss
2. Richard Frapart
3. Ardo Fuentes
4. Ed Tauriac
5. Josh Terry
6. Cullum Clark

Trustees Present:

1. Dexter Freeman
2. Andre McEwing
3. Andy Scripps
4. Michielle Benson
5. Pilar Davies
6. Tony Dona
7. Adam Cox
8. Michael Stack
9. Carey Carter
10. Ossa Fisher
11. Cathleen Crews
12. Kenneth Govan
13. Lael Melville

Staff Members Present:

1. Yasmin Bhatia
2. Alex Berk
3. Remy Washington
4. Aurora Lora
5. Anne Erickson
6. Jim Jhanke
7. Erin Francis
8. Kerry Mora
9. Kenna McWhirter
10. Kelly Bearfield
11. Leah Malone
12. Dario Ganic
13. Sarah Engle
14. Elizabeth Janeczko
15. Ebony Phinisee-Roberts
16. Rachel Harris
17. Brady Cooper
18. Karen Salerno
19. Heather King
20. Daniel Gray
21. Kaitlyn McDermott
22. Karen Evans
23. Mauricio Dominguez

24. Tony Walker
25. Annette Enright
26. Eric Dominguez
27. Bret Gallini
28. Chris Davis
29. Rebecca Lane

Guests Present:

1. Richard Harrison
2. Ricky Garcia
3. John McPherson
4. Eric Chan

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>
I. Call to Order And Announcements	A quorum being present, the meeting was called to order at 4:33 p.m. by the chair, R. Moss. R. Moss welcomed staff and trustees to the meeting, as well as welcomed John McPherson of McKinsey Consulting, Eric Chan of the Charter School Growth Fund, and Rich Harrison.	
II. Minutes	The minutes from the August 27, 2019 regular Board meeting were reviewed and considered for approval.	Upon motion made by R. Frapart and seconded by A. Fuentes, the Board unanimously approved the August 27, 2019 regular Board meeting minutes, as presented.
	<p><u>Academic Report.</u> R. Washington provided the Academic Report and noted it would be high-level. R. Washington asked for Board members to write questions they may have on cards provided to them.</p> <p>R. Washington reviewed the Network SWOT Analysis for academics – strengths, weaknesses, opportunities, and threats. Significantly, Uplift had zero IR schools for the 18-19 school year.</p> <p><i>Review of 18-19 Academic Data.</i> The top 3 winning headlines from 18-19 included the following: (1) strong overall network performance, (2) increased overall MS cluster performance, and (3) highest college readiness rates relative to ISD peers. For (1), R. Washington presented charts of Uplift schools compared with their ISD peer schools. For (2), R. Washington reviewed STAAR Domain 1 year after year and compared Uplift schools with their peer ISD school. For (3), R. Washington noted Uplift has the highest college readiness rates on ACT, SAT, and TSI.</p> <p><i>Panel Discussion.</i> Aurora Lora and Johnny Deas led a panel discussion of academic and Ops leaders, including E. Phinisee-Roberts, Director of Infinity PS, R. Harris, Director of Wisdom MS, B. Cooper, Director of Grand HS, K. Salerno, Managing Director</p>	

<p>III. Regular and Informational Reports</p>	<p>of White Rock Hills, and H. King, Director of Ascend MS. Topics of discussion included the following: How to move the Network from STAAR Approaches to STAAR Meets/Mets, culture, how to best support scholars in Q3, Q4, and Q5, what are schools doing to build on success from last year, and top challenges facing schools.</p> <p><i>Breakout Discussion.</i> Managing Director B. Gallini introduced the breakout discussion, which focused on strategies to address challenges.</p> <p><i>Special Education Update.</i> A. Enright provided the Board with an annual Special Education update. During the 15-16 school year, Uplift had 852 scholars receiving special education services. During the 18-19 school year, Uplift had 1,498 scholars receiving special education services. The latter totaled 9% of the scholar population and A. Enright provided a breakdown by school and breakdown by disability.</p> <p>The Board discussed state averages with respect to special education and Medicare reimbursements.</p>	
<p>IV. Community Open Forum</p>	<p>Three parents from North Hills Preparatory presented to the Board on a recent security issue and provided suggestions to the Board and Administration. Y. Bhatia provided her response.</p>	
<p>III. Regular and Informational Reports</p>	<p><u>Road to College and Career Update.</u> D. Gray provided an update to the Board, which began with a discussion regarding when completion of the work could be expected and a solutions overview. D. Gray next discussed the current status of the Career Exposure and Experience project, including staffing, a BOT, and persistence and stop-out support and options. Significantly, D. Gray introduced a career application platform to the Board.</p> <p><u>Expansion of the Uplift Board.</u> A. Fuentes introduced the possibility of expanding the Board by four seats. The purpose of the expansion is to create a more diverse voting group that better reflects the communities the Network serves.</p> <p>The Board discussed the option and how best the Board could reflect its community.</p> <p><u>People Team Update.</u> A. Erickson provided the People Team update. The three main themes of the People Team include: (1) attracting talent, (2) engaging talent, and (3) and retaining talent.</p> <p><i>Talking Points.</i> With funding from HB 3, Uplift raised the starting salary for teachers to \$53K. All</p>	

Deans, Directors, and CMO staff have gone through 12 hours of baseline DEI training. A third of all Uplift teachers come from a pipeline – Urban Teachers, Relay, and Teach for America. Benefits for staff are competitive.

*Attracting Talent.* Uplift has a total headcount of 2,370 staff members. A focus area is on building a more robust teacher pipeline and starting the hiring cycle earlier. 17% of all staff have come from a partner organization. Headcount has remained steady at 9% growth year over year. A. Erickson reviewed compensation and benefits with a focus on leveraging HB 3.

*Engaging Talent.* Focus areas here include talent and tenure distribution across schools and regions, simplifying evaluation tools, redesigning network teacher roles, and continued support for leaders in engagement and coaching. From 18-19 to 19-20, Uplift staff was 68% with 0-2 years of experience. The Board discussed 75-80% retention rate.

*Retaining Talent.* Focus areas here include living the mantra, getting teachers to give notification of departure earlier, and monitoring of schools with significant number of new hires. A. Erickson discussed the impact of retention on culture and reviewed Gallup with the Board.

The Board discussed People Team issues.

Strategic Plan Update and Looking Ahead. Y. Bhatia reviewed the current strategic plan. Major goals included: (1) invest internally, (2) serve more children, and (3) expand collaboration. For each, Y. Bhatia identified accomplishments and lessons learned and reviewed metrics. Y. Bhatia next reviewed Network Priorities for 19-20: (1) develop IB college-ready scholars, (2) elevate our talent practices, (3) expand our reach and impact, (4) continue strong network support. Y. Bhatia next reviewed new school timelines and questions regarding any potential new growth.

V. Executive CLOSED Session

At 5:30 p.m., R. Moss announced the Board was entering CLOSED Session to discuss the CEO review. Pursuant to 551.074 of the Texas Government Code. A certified agenda of the CLOSED session was maintained. At 5:50 p.m. the CLOSED session was ended.

VI. Adjournment

At 5:50 p.m. R. Moss announced the meeting adjourned there being no further business to come before the Board.

Respectfully submitted, Alexander S. Berk, Secretary.