

Uplift Education Board Meeting
Friday, September 14th, 2018 at 11:30 a.m.
Location: CMO – 1st Floor Meeting Room
1825 Market Center Blvd., Dallas, TX 75207

Called to Order: 11:50 a.m.

Uplift Board Members Present *:

Adjourned: 4:49 p.m.

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|---------------------------|-----------------------|
| 1. Ryan Moss | 6. Bruce Ware |
| 2. Richard Frapart | 7. Tony Dona |
| 3. Cathy Estrada | 8. Stuart Ravnik |
| 4. Josh Terry | 9. Michelle Benson |
| 5. Ed Tauriac | 10. Donnell Wiggins |
| | 11. Dexter Freeman |
| | 12. Adam Cox |
| | 13. Michael Giles |
| | 14. Cathleen Crews |
| | 15. Christina Barbosa |
| | 16. James Stanton |
| | 17. Carol Proffer |
| | 18. Lael Melville |
| | 19. Ossa Fisher |

*Voting members: **Bold**

Uplift Staff Present:

Guests Present:

1. Yasmin Bhatia
2. Stacey Lawrence
3. Alex Berk
4. Rich Harrison
5. Deborah Bigham
6. Kristi Erickson
7. Johnny Deas
8. Erin Francis
9. Jim Jahnke
10. Layne Fisher
11. Mark Willey
12. Sara Ortega
13. Marilyn Wright
14. Remy Washington
15. Rachel Huff
16. Ben Van Maanen
17. Daniel Grey
18. Rebecca Lane
19. Eric Dominguez
20. Ann Erickson
21. Trevor H.
22. Kerry Mora
23. Sam
24. Christopher Davis

1. Ben (Bain)
2. Jake (Bain)

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>	<i>ACTION FOLLOW-UP</i>
I. Call to Order And Announcements	A quorum being present, the meeting was called to order at 11:50 a.m. by the chair, R. Moss. R. Moss discussed the agenda, breaks for the day, and the social event after the Board meeting.		
II. Consent Agenda	The minutes from the August 28, 2018 regular meeting of the Board were reviewed.	Upon motion made by R. Frapart and seconded by E. Tauriac, the Board unanimously approved the August 28, 2018 regular meeting minutes as submitted.	
III. Regular Reports	<p><u>5-Year Strategic Plan Update.</u> Y. Bhatia Discussed the three primary themes of the Plan: (1) Invest internally in our people, schools, and systems; (2) serve more children in economically- and educationally- underserved areas; and (3) expand innovative collaborations. Discussed next were accomplishments, lessons learned, and metrics within these categories</p> <p>Y. Bhatia next discussed network priorities for 2018-2019: (1) develop IB college-ready scholars; (2) expand our reach and impact, (3) elevate our talent practices, and (4) continue strong network support.</p> <p><u>Academic Update.</u> R. Harrison provided a summary of the academic report and SWOT analysis. His presentation included an executive summary, analyses of primary, middle, and high schools, and road to college.</p> <p>Executive Summary. R. Harrison provided top 5 highlights and top 5 challenges from 2017-2018.</p> <p>Top highlights:</p> <ol style="list-style-type: none"> 1. IB Authorizations 2. District rating of 88 3. Strategic planning through working groups 4. High school/college access data vs. local and national peers 5. Implementation of primary literacy and math models <p>Top challenges:</p> <ol style="list-style-type: none"> 1. Primary schools' growth and performance 2. Two IR campuses, three near IR campuses 3. Lack of consistency in core practices 4. Increase in 2 year college matriculation 		

5. Financial aid

R. Harrison provided data comparing Uplift to other charter management organizations.

Primary, Middle, and High Schools. R. Harrison provided strategic plan summaries, year over year comparisons for STAAR and Map performance, and ISD school comparisons. For high schools, he also provided year over year comparisons for STAAR EOC and ACT/PreACT.

Road to College. R. Harrison provided year over year comparisons of college matriculation, financial aid, and persistence rate. He also provided a strategic plan summary.

Breakout Discussion. The Board broke into groups and discussed the (1) SWOT analysis, (2) interim data on primary schools they would like to see, and (3) what data on IB would they like to see.

Career Strategy Update. A. Cox presented on Bain's career-connected education strategy. The three objectives included: (1) provide context on career-connected education opportunity, (2) level-set on how we are doing today, (3) get input from Board on emerging hypotheses and "guardrails." A. Cox discussed the barriers to college and career access for low income students. 14% of low SES students complete college within 8 years. Low SES alumni without a degree is expected to earn approximately \$475K. 80% of "good jobs" in DFW require a bachelors degree or higher. There was a review of Uplift staff and their thoughts on greater focus on careers alongside college. Uplift graduates of 2012 are looking at a 56% college completion rate. There was a discussion of college completion outlook, "good jobs," and possible initiatives.

People Team Update. K. Erickson provided a People Team Update. There are three desired employee outcomes: (1) clarity, (2) competency, and (3) equity, and K. Erickson discussed each. K. Erickson provided an executive summary of highlights from the people team, including: (1) headcount growth, (2) teacher tenure mix and retention, (3) teacher positions filled 1st day of school, (4) academic leader movement, (5) compensation and career path, (6) leader development, and (5) culture and systems. She also provided year over year data on retention, turnover, and tenure. A big win was market adjustments and she reviewed continue market adjustments into 19-20. Gallup 12 was reviewed as well.

	<p>The Board engaged in table discussions on engagement and rewards.</p> <p><u>Development Update.</u> D. Bigham provided a development update. Uplift raises approximately 2.5 million for each new school to cover the expenses for the first few years of operation and pilot programs. Uplift events create awareness and opportunities Major events include Dinner & Dialogue, Tailgate for College Signing Day, and a possible poker tournament. D. Bigham provided an update on Uplift’s development campaign overview, which has seen 19,515,000 raised for growth, and 2,118,675 raised for innovation. She also reviewed Board responsibilities as it pertains to giving and talking points.</p> <p><u>Governance Update.</u> A. Fuentes provided a Governance update and reviewed the roles and responsibilities of Trustees and Governors.</p>		
IV. Voting and Action Items	<p><u>Advertising Policy.</u> A. Berk introduced a revised Advertising Policy for consideration by the Board. The initial version was introduced during the August 2018 Board meeting, but was held back from vote for further consideration on goods and services that would be prohibited from being advertised by Uplift. A. Berk re-introduced the policy and identified a list of goods and services that would be prohibited.</p> <p><u>Development Bond for City of Fort Worth.</u> R. Moss explained this voting item is not currently needed.</p>	Upon motion made by G. Fuentes, and seconded by E. Tauriac, the Board unanimously approved the Advertising Policy as submitted.	
VI. Executive Closed Session	<p><u>Entering Closed Session.</u> R. Moss announced that at 4:24pm the Board would move into closed session pursuant to 551.074 of the Texas Government Code. All attendees but the Board of Governors, Trustees invited to stay by the Board Chair, K. Erickson, and A.Berk, were excused from the room.</p> <p>A certified agenda was kept for the closed session.</p> <p><u>Exiting closed session.</u> R. Moss announced the closed session ended at 4:48 p.m. No vote, decision, or action of any kind was made by the Governors during closed session.</p>		
VII. Adjournment	<p>There were no community members present. There being no further business to come before the board, the meeting was adjourned at 4:49 p.m.</p>		

Respectfully submitted, Alexander S. Berk, Secretary.