

Uplift Education Board Meeting  
 Tuesday, October 24, 2017 at 4:30 p.m.  
 Location: CMO – 1<sup>st</sup> Floor Meeting Room  
 1825 Market Center Blvd., Dallas, TX 75207

Called to Order: 4:35 p.m.

Uplift Board Members Present \*:

Adjourned: 6:45 p.m.

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| <ol style="list-style-type: none"> <li>1. <b>Melissa McNeil</b></li> <li>2. <b>Ryan Moss</b></li> <li>3. <b>Richard Frapart</b></li> <li>4. <b>Cameron Johnson</b></li> <li>5. <b>Jack Wensinger</b></li> <li>6. <b>Ardo Fuentes</b></li> <li>7. <b>Dawn Mann</b></li> <li>8. <b>Josh Terry</b></li> <li>9. <b>Donell Wiggins</b></li> </ol> | <ol style="list-style-type: none"> <li>10. Andre McEwing</li> <li>11. Cathleen Crews</li> <li>12. Christine Frary</li> <li>13. Kay Allen</li> <li>14. Tony Dona</li> <li>15. Stuart Ravnik</li> <li>16. Carol Proffer</li> <li>17. Carey Carter</li> <li>18. Ossa Fisher</li> <li>19. Cristina Barbosa</li> <li>20. Abby Williams</li> <li>21. Ed Tauriac</li> </ol> |
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\*Voting members: **Bold**

Uplift Staff Present:

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| <ol style="list-style-type: none"> <li>1. Yasmin Bhatia</li> <li>2. Rich Harrison</li> <li>3. Deborah Bigham</li> <li>4. Stacey Lawrence</li> <li>5. Alex Berk</li> <li>6. Mark Willey</li> <li>7. Anson Jackson</li> <li>8. Anne Erickson</li> <li>9. Rebecca Madole</li> <li>10. Sara Ortega</li> <li>11. Mya Moumen-Baker</li> <li>12. Kristina Nanini</li> <li>13. Tony Walker</li> <li>14. Remy Washington</li> <li>15. Cassie Hubbert</li> </ol> | <ol style="list-style-type: none"> <li>16. Erin Francis</li> <li>17. Angela Tristan</li> <li>18. Daniel Gray</li> <li>19. Layne Fisher</li> <li>20. Anisha Srinivasan</li> <li>21. Benjamin Van Maanen</li> </ol> |
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Guests Present:

1. Juliet Odima – North Hills Preparatory parent

<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 4:33 p.m. by the chair, M. McNeil. M. McNeil welcomed all leaders present, as well as C. Hubbert, who is collecting donations for scholars.		

II. Consent Agenda	The minutes from the September 26, 2017 Board meeting were reviewed by the Board.	Upon motion made by M. Dawn and seconded by D. Wiggins, the Board unanimously approved the minutes as written.	
IV.B. Pre-K Update	<p><u>Pre-Kindergarten Update:</u> R. Madole presented an update on Pre-Kindergarten. Presentation included Uplift’s approach and overview of the program for the current 17-18 school year and a projection for the 18-19 school year. Uplift currently utilizes three partners to provide Pre-K and has approximately 500 Pre-K scholars at seven locations. The Board discussed why some Pre-K classrooms include non-Uplift scholars, why Pre-K numbers at Infinity and Luna are low, feedback on the program from Kindergarten staff, and budgetary issues.</p>		
III. Regular Report – Strategic Investment Plan Update – Invest Internally in Our People, Schools and Systems – Academic Update	<p><u>Academic Report:</u> R. Harrison gave a summary of the academic report included in the pre-read to the Board.</p> <p>*First Quarter Summary. R. Harrison presented on the First Quarter Summary, specifically addressing primary schools, middle schools, high schools and RTC. Regarding primary, he discussed the success roll out of two core initiatives: the Primary Literacy Model and TriWeekly math assessment (TWAs), MAP data and the first round of Common Assessments. Regarding middle schools, he discussed “Course Structures,” MAP data and the first round of Common Assessments. Regarding high schools, he discussed submitting applications for IB programming, Pre-ACT scores, and the first round of Common Assessments. Regarding RTC, he discussed this being the busiest time of year and two important events: the NACAC conference and the annual Uplift college fair which saw 80 colleges and universities participating.</p> <p>*M. Baker gave a summary on the Primary Literacy Model Overview. This included a review of the best practices regarding primary literacy, challenges regarding building the model, key components of the model, and implementing support for the model. The Board discussed feedback on the model, cost analysis of utilizing e-readers, how the model works within the instructional day, and possibilities for increasing the numbers of books.</p> <p>*J. Odima, a parent of a North Hills scholar, praised Uplift and North Hills generally, and the model, specifically. She discussed how her scholar is reading and writing constantly and attributes it to North Hills and the model.</p> <p>*A. Jackson gave a summary of the secondary Course Structures being utilized by teachers. The purpose is</p>		

	<p>to set a vision of excellence and will provide staff with experience and pedagogy. Course Structures provide staff with concrete guidance. Goals include staff using a common instructional resource, establishes instructional non-negotiables, provides lesson frameworks and strategies, clarifies course requirements, and suggests opportunities for additional learning. Course Structures serve as a “playcard.” The Board discussed the purpose of the Course Structures, what “instructional non-negotiables” means, feedback received from staff, alignment with teacher evaluations, that it should increase teacher satisfaction, supports, and the ability of staff to work off the Course Structures.</p>		
<p>IV.A. Uplift Spotlight – Road to College Program Overview</p>	<p><u>Road to College Program Overview:</u> D. Grey, Senior Director of Road to College, provided a summary of the RTC program and its current state of affairs. D. Grey addressed new staff hires, key strategies, highlights of the program, and areas for growth. Key strategies include development of early college preparation programs, increased focus on alumni support, and launching new college partnerships. He discussed Uplift having one of the highest overall ACT scores and that 55% of the 2011 class has graduated from college.</p> <p>*The Board discussed the percentage of scholars who have left college, which is approximately 25-27%, why the scholars may have left college, and how Uplift may combat drop-out. The Board also discussed two-year community colleges and whether Uplift needs to target trade and vocational schools for some scholars. A. McEwing discussed the importance of counseling graduating scholars and understanding their needs and expectations. S. Ravnik identified and discussed the importance of SEL with scholars.</p>		
<p>III. Regular Report – Strategic Investment Plan Update – Invest Internally in Our People, Schools and Systems – Finance Update</p>	<p><u>Finance Report.</u> S. Lawrence gave a summary of the finance report included in the pre-read to the Board.</p> <p>*Finance Dashboard. S. Lawrence provided a review of the Finance Dashboard.</p> <p>*Enrollment. S. Lawrence discussed our enrollment projection being down over 200 scholars, many of which are Pre-K. He reminded the Board that last year we closed the gap on revenue due to participation in different programs. At this point we do not know the ultimate effect on budget, if any.</p> <p>*Slide 7 of Pre-Read. Purpose of slide is to explain changes since the September Board meeting. The slide is a “waterfall chart” that explains what happened in September 2017 as opposed to what was</p>		

expected to happen that month. Some changes are permanent and some changes are small. For example, the biggest change seen is that we have paid out less to suppliers as it pertains to construction than expected. In addition, we have collected more from State revenue than expected. The Board discussed scholar to teacher ratios, allocation of funds therein, and the different drivers therein. The Board also discussed local revenue.

\*S. Lawrence presented a slide on the current finance audit being conducted.

IV.C. Campus Advisory Council Reports

Uplift Grand and Uplift Lee CAC: K. Allen reported on the CAC at Uplift Grand and Uplift Lee. K. Allen is the CAC Chair for both. There are currently three members on the CAC. Two issues the CAC is supporting on are: (1) the high growth rate and (2) community engagement. K. Allen discussed how the CAC provides support and best practices..

Uplift Heights CAC: T. Dona reported on the CAC at Uplift Heights. All three leaders are doing really well. T. Dona discussed his relationship with leaders and how he works and provides support for them. Support includes the following, generally: (1) making the staff feel good (gift cards, thank you cards, sponsoring gatherings for staff, sports tickets, meet with Deans for breakfast), (2) be a liaison to executive staff, (3) respond to issues (west Dallas housing, scholarships), (4) be a sounding board to staff. T. Dona tries to stay away from academics and leaves that topic to the CMO.

V. Action Items: Consider and Take Action

Zip Code Preferences for Uplift Hannah Ranch, Uplift Mighty and Uplift Meridian: A. Berk reviewed the zip code preferences for the new Uplift Hannah Ranch site, as well as Uplift Mighty and Meridian. All three zip code preferences were discussed together.

\*Hannah Ranch zip code preference. The Hannah Ranch zip code preference includes the following:  
76119, on South Riverside Drive/Business 287, and south and west of South Riverside Drive/Business 287; and, 76140, east of Will Rodgers Road, north of Joel East Road, north of Heritage Lane, north of Lon Stephenson Road, and north of Everman Kennedale Road; and, 76134.

Upon motion made by J. Terry and seconded by A. Fuentes, the Board unanimously approved the Uplift Hannah Ranch zip code preference.

Submit zip code preferences to TEA

	<p>*Mighty zip code preference revision. The primary zip code preference for Uplift Mighty includes the following:</p> <p>North boundary: East Berry Street  North East boundary: Vaughn Blvd.  East boundary: Wichita Street  West boundary: Mitchell Blvd.  South boundary: North Glen Garden Drive.</p> <p>The secondary zip code preference for Uplift Mighty includes the following: 76119, north and east of South Riverside Drive/Business 287; and, 76103; and, 76105; and, 76112.</p> <p>*Meridian zip code preference revision. The zip code preference for Uplift Meridian includes the following: 76119, north and east of South Riverside Drive/Business 287; and, 76103; and, 76105; and, 76112.</p> <p><u>Teacher Qualifications Policy revision.</u> A. Berk introduced the revised Teacher Qualifications policy, which takes into account the Every Student Succeeds Act (ESSA) replacing No Child Left Behind (NCLB). A. Berk discussed the practical implications of the revision and that Uplift is still requiring all teacher to be certified.</p>	<p>Upon motion made by A. Fuentes and seconded by C. Johnson, the Board unanimously approved the revised Uplift Mighty zip code preference.</p> <p>Upon motion made by A. Fuentes and seconded by C. Johnson, the Board unanimously approved the revised Uplift Meridian zip code preference.</p> <p>Upon motion made by A. Fuentes and seconded by C. Johnson, the Board unanimously approved the revision to the Teacher Qualifications Policy.</p>	
<p>VI. Open Forum Community Comment</p>	<p>There were no community members present.</p>		
<p>VII. Adjournment</p>	<p>There being no further business to come before the board, the meeting was adjourned at 6:45 p.m.</p>		

Respectfully submitted, Alexander S. Berk, Secretary.