

Uplift Education Board Meeting
Tuesday, March 27th, 2018 at 4:30 p.m.
Location: CMO – 1st Floor Meeting Room
1825 Market Center Blvd., Dallas, TX 75207

Called to Order: 4:35 p.m.

Adjourned: 6:23 p.m.

Uplift Board Members Present *:

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| 1. Melissa McNeil | 7. Andre McEwing |
| 2. Ryan Moss | 8. James Stanton |
| 3. Richard Frapart | 9. Christine Frary |
| 4. Donell Wiggins | 10. Kay Allen |
| 5. Jack Wensinger | 11. Tony Dona |
| 6. Josh Terry | 12. Stuart Ravnik |
| | 13. Carol Proffer |
| | 14. Carey Carter |
| | 15. Ossa Fisher |
| | 16. Cullum Clark |
| | 17. Michael Giles |
| | 18. Cathleen Crews |

*Voting members: **Bold**

Uplift Staff Present:

1. Yasmin Bhatia
2. Stacey Lawrence
3. Alex Berk
4. Rich Harrison
5. Deborah Bigham
6. Kristi Erickson
7. Mark Willey
8. Benjamin Van Maanen
9. Talia Thompson
10. Sara Ortega
11. Layne Fisher
12. Samina
13. Erin Francis
14. Pam Nicholson
15. Karen Evans
16. Remy Washington
17. Daniel Grey
18. David Jackson
19. Sophia Kwong
20. Anisha Srinivasan
21. Susan Ness
22. James Jahnke
23. Nicholas Pascal

Guests Present: None.

<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 4:35 p.m. by the chair, M. McNeil. After welcoming all Board members and network staff present, S. Lawrence welcomed and introduced J. Jahnke, Uplift’s new Senior Director of Finance.		
II. Consent Agenda	The minutes from the February 27, 2018 regular meeting of the Board were reviewed.	Upon motion made by J. Terry and seconded by R. Frapart, the Board unanimously approved the February 27, 2018 regular meeting minutes as submitted.	
III. Regular Report – Strategic Investment Plan Update – Invest Internally in Our People, Schools and Systems – Finance Update	<p><u>Finance Report:</u> S. Lawrence provided a summary of the finance report. Current attendance is 96.2% with enrollment 16,707. S. Lawrence reviewed drops in attendance this school year, but the network has seen the total number increase over the last few weeks. The Board discussed the attendance rate at which the network budgets school years, the drop in attendance numbers as compared with charter partners, and S. Lawrence provided historical information and rationale for budgeting at 96.5%.</p> <p>.</p>		
III. Regular Report – Strategic Investment Plan Update – Invest Internally in Our People, Schools and Systems – People Initiatives	<p><u>People Initiatives.</u> K. Erickson reviewed the Department’s strategic initiatives, including career framework, leadership pipeline and development, culture and engagement, and process optimization.</p> <p><u>Leveling architecture.</u> As it pertains to career framework, K. Erickson discussed leveling architecture and career pathways, which provides the foundation and infrastructure to support human capital issues, and presented an example to the Board of a completed hypothetical job architecture. Identified human capital issues include performance management, rewards/benefits, career planning, people development, talent planning/pathways, and selection.</p>		

Talent development architecture. Development architecture includes leadership development, technical training and development, and Uplift systems, culture, and values. K. Erickson reviewed a 70:20:10 learning model – 10% classroom development, 20% mentoring and coaching, and 70% on the job experience. Early feedback from rising directors has been positive. K. Erickson reviewed onboarding plans for different campus leader groups and how they fit into this framework, a survey being completed by Commit and Bain and Company, and three levels of feedback, appreciation, coaching, and evaluation. Additionally, she discussed significant increase in compensation for teachers, which will provide a boost for the network and will position Uplift more competitively in the market, and the rollout for such compensation increases. The Board discussed market comparisons and messaging and thanks were given to the entire Board for their legislative efforts that resulted in the additional funding that is making the increase in compensation possible.

III. Regular Report –
Serve More Children in
Educationally and
Economically Under-
Served Areas –
Enrollment and Lottery
Results

Enrollment and Lottery Results. S. Ness, Director of Admissions and Enrollment, discussed scholar retention, lottery, and recruitment.

Lottery. The lottery was completed immediately before Spring Break. Open spots in the network totaled 2,705, but 4,031 spots were actually drawn to account for enrollees who do not present, i.e. attrition. Over-enrolling helps the network reach its 100% enrollment goal. S. Ness discussed first choice applications. Applications for the 18-19 school year totaled 11,703, which will continue to grow. S. Ness discussed these numbers historically, that there has been a drop in the total number of applications submitted since 2015-2016, and identified reasons for the drop, such as increased competition and marketing from ISDs and other charters in the market. Current waitlist total is 11,872. The Board discussed the lottery process, attrition, retention, and strategy behind marketing. S. Ness discussed Pre-Kindergarten enrollment process.

Scholar Retention Program. The retention program addresses high attrition rates from middle school to high school. Based on a parent and scholar survey, three areas were identified: (1) more structural continuity, (2) better communication on value proposition, and (3) continuation of creating excitement. The program currently includes network-

	<p>level letter from Y. Bhatia regarding IB, campus-level letters, recognition reception breakfast, IB DP information sessions, high school transition days, and school day awareness. S. Ness made clear that attrition and the retention program will continue to be monitored.</p>		
<p>III. Regular Report – Expand Innovative Collaborations – Pre-K Partnership Update</p>	<p><u>Pre-K Partnership Update.</u> A. Berk reviewed current, 2017-2018 Pre-K partners and schools offering Pre-K services. Current Pre-K partners include Child Care Group, Child Care Associates, and Mi Escuelita. By contrast, A. Berk reviewed the network’s Pre-K partners for 2018-2019, which will only include Child Care Associates and Mi Escuelita. A. Berk discussed the great partner Child Care Group has been for Uplift, but that new state law requirements proved to be untenable for Child Care Group to provide. Mi Escuelita will be providing Pre-K services at the campuses Child Care Group currently services, including Heights and Gradus. The Board discussed the evolution of Pre-K in the State and associated legal requirements, as well as the funding mechanism for Pre-K.</p> <p><u>Resolution to amend charter to address Pre-Kindergarten at Uplift Heights, Peak, and Triumph.</u> A. Berk introduced the resolution which will provide for Pre-Kindergarten at Heights (off-site moving on-site), Peak (off-site moving to a new off-site location), and Triumph (change of address).</p>	<p>Upon motion made by R. Frapart and seconded by D. Wiggins, the Board unanimously approved the resolution to address Pre-K at Heights, Peak, and Triumph.</p>	
<p>IV. Information Items</p>	<p><u>Uplift Spotlight, Art Show.</u> D. Jackson discussed the Uplift Art Show at Northpark Mall which was themed Identities and Relationships. D. Jackson discussed some of the art on exhibit, including artwork by a scholar that depicted her twin, as well as pieces that focused on race and sexual identification. The only campus that did not have art on display was Gradus. All grades exhibited art. There were approximately 315-400 people present for the art show.</p> <p><u>Uplift Mighty/Meridian Campus Advisory Council report.</u> Andre McEwing discussed graduation on May 22 at Will Rodgers Coliseum and noted that 100% of seniors have been accepted to college, one is a Dell scholar, and a cross-country scholar is going to Texas A&M – Commerce on a scholarship. A middle school class provided support to adults with special needs. A. McEwing identified three areas of support provided by the CAC: (1) community and business partnerships, (2) advocacy, and (3) support for the team. A. McEwing discussed a “charter school tsunami” in Fort Worth, new Mighty and Meridian</p>		

partners, and improvements in communication to parents.

Uplift Pinnacle Campus Advisory Council report. C. Proffer discussed Pinnacle Primary and Pinnacle Secondary. Regarding Pinnacle Primary, C. Proffer discussed a focus on character development, which has improved relationships, and noted that attendance is down and that it may be related to threats of DACA being repealed. Teacher retention in past years has increased. Regarding Pinnacle Secondary, leadership is focused on making it a successful campus and building the Uplift culture there.

Update on College Signing Day Dinner and Dialogue Event. O. Fisher noted that the event is sold-out, meaning \$200K has been raised. The ultimate goal is \$300K, so she noted there is still work to do. D. Bigham announced that David Osbourne will be visiting Uplift Lee, discussed the two College Signing Days, one at SMU and the other at UTA, and the Road to College JUMP event. Y. Bhatia discussed College Signing Day speakers and the importance of fundraising at the Dinner and Dialogue Event.

Uplift Graduation Schedule and Board Attendance Planning. Y. Bhatia announced the graduation schedule will be sent out to Board members along with a sign-up form. The network goal is to have each Board member attend at least one graduation.

V. Action items

Resolution apply for Permanent School Fund guarantee. S. Lawrence introduced the resolution and discussed multiple projects the funds from the PSF will support. This resolution is simply to allow the network to apply for the guarantee.

Resolution regarding TEA expansion amendment to add Fort Worth #4 site.

Upon motion made by J. Wensinger and seconded by J. Terry, the Board unanimously approved the resolution to apply for PSF guarantee.

Upon motion made by R. Moss and seconded by D. Wiggins, the Board unanimously approved the resolution regarding TEA expansion amendment.

VI. Community Open Forum

There were no community members present.

VII. Adjournment

There being no further business to come before the board, the meeting was adjourned at 6:23 p.m.

Respectfully submitted, Alexander S. Berk, Secretary.