

Uplift Education Board Meeting
 September 9, 2016 – 11:00 a.m.
 Location: Uplift Gradus Preparatory
 121 Seahawk Drive, Desoto, TX 75115

Called to Order: 12:12 p.m.

Uplift Board Members Present *:

Adjourned: 5:08 p.m.

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| 1. Melissa McNeil | 9. Angela Farley |
| 2. Ryan Moss | 10. Cathleen Crews |
| 3. Ardo Fuentes | 11. Catherine Estrada |
| 4. Randy Ray | 12. Kay Allen |
| 5. Donell Wiggins | 13. Carol Proffer |
| 6. Jack Wensinger | 14. Kenneth Govan |
| 7. Josh Terry | 15. Carey Carter |
| 8. Dawn Mann | 16. Abby Williams |
| | 17. Ossa Fisher |
| | 18. Christina Barbosa |
| | 19. Cullum Clark |
| | 20. Brice Tarzwell |

*Voting members: **Bold**

Others

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| 1. Yasmin Bhatia | 9. Anisha Srinivasan |
| 2. Stacey Lawrence | 10. Ben VanMaanen |
| 3. Rich Harrison | 11. Anson Jackson |
| 4. Ann Stevenson | 12. Karen Evans |
| 5. Deborah Bigham | 13. Marilyn Wright |
| 6. Johnny Deas | 14. Monica Sargent (Grand - CAC) |
| 7. Talia Hudspeth | 15. Michael Giles (Summit – CAC) |
| 8. Addie Gomez (TQPCS) | 16. Mark DiBella – Yes Prep CEO |
| | 17. Mark Gregg – Yes Prep Board Chair |
| | 18. Charter School Growth Fund Team |
| | [Eric Chen, Robt. Wheatfall, John Schwarz] |

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>	<i>ACTION FOLLOW-UP</i>
Greeting & Tour of Uplift Gradus	Prior to meeting, board members and guests had an opportunity to tour the school building with Sharon Duplantier, Primary Director, and Rachel Harris, Pinnacle Middle School Director.		
Call to Order	A quorum being present, the meeting was called to order at 12:12 p.m. by the Chair, Melissa McNeil. Guests from Yes Prep were introduced. A video of Uplift's 20 year history and a video of the Uplift Back to School Rallies held this year were shown.		
Consent Agenda	The minutes from the August meeting will be presented for approval at September 27 th board meeting.		

<p>Information Items – Advocacy Update</p>	<p>Addie Gomez, Texans for Quality Public Charter Schools (TQPCS) presented an overview of the legislative agenda for public charter schools in the upcoming legislative session which will start in January 2017. (Materials had been provided in the Board pre-read.) Main priority is increased funding and best opportunity in this session may be to get \$275/student increase in funding. Political landscape and decrease in oil & gas revenues to the state will make budget tight. Also discussed political challenges to charter school funding. Addie reminded board members of upcoming events they could attend. Donell Wiggins, Chair of the Institutional Advancement Committee, also reported on the committee’s efforts to engage board members to support these legislative priorities.</p>		
<p>Regular Reports – Five Year Strategic Investment Plan Update – Human Capital</p>	<p>Human Capital Update: Talia Hudspeth, HR Director, presented an overview of the report that was provided in the board pre-read. This year showed significant successes with retention and overall hiring. Appears that work done in hiring practices – to ensure candidates fully understand the challenges and demands of the work prior to accepting a position- and the additional compensation provided to teachers this year had a positive impact on staff retention. We continue to lose the most teachers with 0 to 2 years’ experience. This is also the group where the salary gap with local ISDs is the largest. We have been more successful in retaining more experienced teachers and our compensation for teachers with three or more years’ experience is at or above market (with the exception of Spanish.) Overall, positive report for the year.</p>		
<p>Regular Reports – Five Year Strategic Investment Plan Update – Special Education</p>	<p>Marilyn Wright presented report summarizing the number of students in special education and growth over the prior year. As with prior years, Uplift is continuing to see an increase in special education children in our schools. We are within the range (8%) for the percentage of special needs students the state of Texas would expect a public school district to have enrolled. The lowest number of special education students is at North Hills, but North Hills also has a larger number of children served in the “504” program which is not special education, but serves students with less severe needs. We are also continuing to see more children with severe needs which we believe is because parents are seeking a safe environment for their special needs children. M. Wright gave an overview of the process for identifying and testing children with special needs if they are first identified in our schools and also the range of services Uplift provides for these children. Uplift does receive additional funding based on the severity of need, but the funding does not usually cover all the services required.</p>		

<p>Regular Report – Regular Reports – Five Year Strategic Investment Plan Update – Inclusion & Equity Work</p>	<p>Anne Erickson reported on the work Uplift is doing with respect to equity and inclusion as well as our focus on social-emotional learning (SEL). Handout of power point slides provided to board in pre-read. Anne gave an overview of the three year plan for the work with Dr. Arlene Ford who is leading the discussion on equity and inclusion. The plan is focusing this fall on training senior leadership and also piloting programs at certain Uplift schools. We are early in the process and have not yet quantified goals for this work. Members of the steering committee will be attending a Broad conference in late September to solicit input for our plan.</p> <p>Anne reviewed the SEL program in our schools which is being led by T. Walker and E. Hearn. We believe that helping our students develop these skills will help them to be more successful in college and beyond. We are also partnering with Momentous Institute in the program.</p>		
<p>Regular Report – Five Year Strategic Investment Plan Update – GPISD & Uplift Partnership</p>	<p>D. Bigham gave a report on the partnership with GPISD which started in August 2015. It has been a very positive experience with good collaboration among the staff. One challenge has been the lack of consistency of leadership at GPISD Lee Elementary, but we hope that will be resolved with current leader. Also challenge around enrollment because parents may not have understood difference between the two programs. We are expanding the partnership for 16-17 to include our RTC program. GPISD will add one counselor at GP High School who will be trained by Margaret Rosenbaum, Dean of College Prep at Summit (and who formerly was a principal in GPISD.) Initial conversations beginning with GPISD on a preK partnership.</p>		
<p>Information Item – Governance Update</p>	<p>Ardo Fuentes, Governance Committee Chair, presented report on success of new board member orientation held on September 1st. Very positive feedback from those who attended. A. Fuentes also discussed ways that board members can be involved with the board and schools. A list of board members and their contact information, along with the board meetings schedule, was distributed to members present.</p> <p>Campus Advisory Council Survey report: D. Jackson presented the results of the CAC chair and director survey which was included in the board pre-read. As a result of the survey, certain questions were raised about the CAC structure and function. The board and other attendees broke into groups to discuss questions and after doing so, shared high points of recommendations or comments – a brief summary of which is included below:</p> <ol style="list-style-type: none"> 1. Recommend more engagement of the business community in the CAC; Consider rotating 		

CAC members. As we continue to grow, may need to re-evaluate whether this structure is sustainable.

2. Consider how this structure is providing value to the school leaders and to the members of the CAC. Project-based involvement may be appropriate. Have CAC chair work with school leader to set an agenda for the school year and identify 3-4 projects for the CAC to do over the school year. Also recommend training for directors at beginning of year on the purposes of the CAC. Consider term limits. Communication between the Uplift board and CAC should be supported with occasional reporting to the board and also two way communication between board and CAC.
3. Consider what we may lose if the CAC went away. Serves as a "sounding board" for the school leader and provides new or different perspectives for problem solving. CAC should also be a way to connect the community to the school and to provide more advocates in the community. To be effective, the CAC needs a really strong leader. Strategic plan may be place for CAC to focus, but need plan summarized or put in layman's terms for the CAC board to engage. Overall, the CAC structure is too new to make any significant changes at this time.
4. Training for schools leaders on how to use the CAC is recommended. A more formalized structure for CAC operation and meetings suggested.
5. May need some overlay of structure regarding communication, but recommend letting individual CACs see how it works for them.

D. Jackson reported that we are planning a CAC network meeting on October 18th which will give members a chance to meet one another and share ideas.

<p>Open Forum Community Comment</p>	<p>Angela Farley commented on Texas initiative analyzing match between college and job market needs and looking at community college options.</p>		
<p>Adjournment</p>	<p>M. McNeil, chair, reminded the board members present that the second day of the retreat will be held at the Uplift CMO office, beginning at 9:00 on Saturday, Sept. 10th. There being no further business to come before the regular meeting at this time, the meeting was adjourned at 5:08 p.m.</p>		

Respectfully submitted, Ann Stevenson