



Adelante Schools

Minutes

Board Meeting

March 2022

Date and Time

Thursday May 19, 2022 at 6:00 PM

Location

This meeting will be located at:

1202 E Troy Ave., Indianapolis, IN 46203

Media Center, Floor 2

Parking information can be found [here](#).

Goals:

1. Approve organizational foundational tools and policies to govern our school and operate effectively.
2. Deepen our understanding of Adelante's Emma Donnan operational state and provide any necessary support and guidance.

Directors Present

A. Smith (remote), B. Burcope (remote), K. Kainrath, M. Staten (remote)

Directors Absent

K. Branson-Hutchison, M. Whitley

Guests Present

E. Rangel, M. Rooney

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Smith called a meeting of the board of directors of Adelante Schools to order on Thursday May 19, 2022 at 6:03 PM.

C. Approve Minutes

B. Burcope made a motion to approve the minutes from Board Meeting on 04-21-22.

M. Staten seconded the motion.

The board **VOTED** unanimously to approve the motion.

D. Ebullience

- Shared pictures of scholars participating in election processes
- Celebration of staff members who won Adelante, Optimism, and Operations team member awards
- Kindergarten promotion, 8th grade promotion, and field day

II. Executive Director Update

A. Executive Director Update

Finance update:

- Will end year well ahead of FY22 budget
- Will take some time to balance out due to processing reimbursable grants and will do heavy spending in coming months.

Disciplinary Update:

- Suspension roll up shared - 32 K-5 suspensions and demographic break down of 17 African American, 4 Hispanic, 3 multi-racial, 8 white
- Large gap between black/African American suspensions and other racial groups
- Anna Smith asked to remind of school demographics. Approximately 33% white, 36% African America, 28% Latino.
- Question from Barb Burcope on what were the trends behind suspensions. Rooted in verbal or physical aggression, some on reacclimating to being in person after

disruptions from Covid. Things spilling in from outside school from neighborhood or community. Some bullying/intimidation or physical altercations.

- Barb Burcope asked if attendance is an issue for suspension. It is not.
- Kristy Kainrath asked if thoughts on how to improve for next year are pertinent to K-5 or middle school or both. Kendra said that there would be collaboration across grades. Implementing mentorship for African American students. Will have a new Dean who is African American.
- Mary Staten asked if he was new. Kendra answered that he was new this year in a TA/subbing capacity but vacancies in the dean position and initiative on his part to begin mentoring has led to this new opportunity.
- Mary Staten asked where the discipline plan is on the website. Eddie Rangel said it was under families. To that point, drafting the student code of conduct in summer of 2020 was to be in alignment with the IPS code of conduct. What has transpired is that we are very different and have a school climate that feels different. Through conversations through family advisory council they want to have a stake in revisions for the code of conduct we make this summer. Need parent and teacher voice while avoiding a code of conduct that is too rigid to differentiate for childrens' needs. Dependent up on the relationship we have with families. Verbal and physical aggression were biggest concerns as no child or teacher should have to experience that. Numbers stabilized in March and April coming out of Omicron and we anticipate we will never see these numbers again at Emma Donnan.
- 98 Middle school suspensions - 44 African American 22 Hispanic, 4 Multi-Racial, 27 White, ` American Indian or Alaskan Native.
- Kristy Kainrath asked to see comparison data to see what percent of the school population have received suspensions. It is 24% compared to the school population. Kristy clarified that she was curious how this compared to other schools and Eddie said that he can get that data based on other Innovation School data.
- Kristy Kainrath asked what goals we want to set around this. Barb and Mary stated that we want to assess where we are and then think about goals to set and what policies and practices need to look based on Diversity Equity and Inclusion.
- Eddie stated that the highest performance teachers have the lowest number of classroom send-outs and suspensions. We want to replicate that. What are we doing as a staff? Highly effective staff members matter.
- Mary Staten stated that when students are engaged in effective teaching there is less opportunity for misbehavior.
- Eddie stated that lower performing students experience a frustration level that contributes to disciplinary concerns.

Attendance Update:

- 84.56% EOY percentage
- Last weeks were hovering around 92%
- State testing weeks had highest percentage

- Goal is 95% and we know it is possible. Emma Donnan had one of the highest rates of chronic absenteeism coming into the school.
- Moving forward, MD, School Support will be directing all attendance based work.
- Reaching out to the prosecutors office to learn about best practices that encourage stronger attendance
- Purchasing a van
- Kristy Kainrath asked about liability for van in transporting kids. Eddie stated that insurance and lawyer has been alerted about how to cover this. Every student will have a signed waiver and it will be similar to an after school activity bus or a field trip bus.

III. Finance & Development

A. Financial update

IV. Governance

A. Governance Update

- Extended board offers to two candidates. One was turned down due to lack of time. Moving forward with a candidate contingent upon the background check.
- Need to vote today to say that she is approved contingent upon the background check, can hold the vote until June.
- Will meet in June, month of July off, and restart in August.
- Emails from Bean Creek association leader will be doing Emma Donnan on June 3rd doing garden boxes. Inviting board to join, meet folks in community, and engage.
- Board and teacher lunch during summer training. Rooney will be in touch to set this up.
- Mary Staten provided an overview of the governing with equity program that she has participated in. Mary and Barb have met and will bring Anna Smith into this. This program provided insights to issues of inequity that can happen on boards and within schools and how to address them. Deliverable was to develop an equity action plan, which the committee will develop and then bring to the board. First steps is to define purpose. Then share with the board around what we've learned, why equity is important, and then share resources from Equity Partners before assessing our current state by committee. Then create and finalize an action plan of priorities and implement them.

M. Staten made a motion to Add Maria Yuquilima as a board member contingent up on background check.

B. Burcope seconded the motion.

The board **VOTED** unanimously to approve the motion.

V. Board Chair Update

A. Board Chair Update

From a financial aspect, the School is in a strong fiscal setting based upon the numbers reported in the most recent financial statements.

The following items need to be submitted due:

- April Minutes are due June 1
- Board evaluations are due end of June
- Board evaluation of the school leader is due end of June
- Accountability report insurance forms are also due end of June

Due to the evaluations, the Board will hold an additional executive session in June.

VI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:52 PM.

Respectfully Submitted,
K. Kainrath

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:52 PM.

Respectfully Submitted,
K. Kainrath

Documents used during the meeting

- Adelante Statement of Financial Position 043022.pdf
- Adelante Statement of Activity 043022.pdf

We unite in solidarity with our families and community to create a joyous neighborhood school, preparing all scholars to graduate from college and lead lives of leadership and service to Indianapolis