APPROVED

Adelante Schools

Minutes

Adelante Schools Board Meeting

Date and Time
Friday August 15, 2025 at 8:30 AM

Location
Adelante Schools at Emma Donnan Elementary & Middle School - Bean Creek Meeting Room

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
B. Burcope (remote), K. Kainrath, L. Aguayo, M. Meer (remote), M. Staten, M. Whitley (remote), N. Frech (remote), R. Scott

Directors Absent
None

Guests Present
C. Franz, E. Rangel, J. Habayeb, M. Rooney

I. Opening Items

A.

Call the Meeting to Order

K. Kainrath called a meeting of the board of directors of Adelante Schools to order on Friday Aug 15, 2025 at 8:31 AM.

B. Record Attendance

C. Public Comment

D. Approve Minutes

M. Staten made a motion to approve the minutes from Adelante Schools Board Meeting on 06-20-25.
N. Frech seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Whitley	Aye
B. Burcope	Aye
N. Frech	Aye
L. Aguayo	Aye
K. Kainrath	Aye
R. Scott	Aye
M. Staten	Aye
M. Meer	Absent

II. CEO Report

A. Ebullience & Spotlight

Our Values - Let's celebrate. We have welcomed the largest group of students that we have welcomed at our school. They've been present every day.

Introduction of the School Leadership Team.

- Kyle Gavin - Principal
- Tina Cowan - Assistant Principal K-2
- Isha Nigam - Assistant Principal 3-5
- Emily Hills - Assistant Principal 6-8

We welcomed our largest group of families to the Back to School Bash, including Mayor Hogsett and many community partners. Hosted a back-to-school night last night, which also had a large number of families that came to meet teachers and have dinner.

B. Vote on New Board Member - Leonel Aguayo

N. Frech made a motion to add Leo Aguayo to the Adelante Schools Board of Directors.

R. Scott seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Staten	Aye
M. Whitley	Aye
R. Scott	Aye
L. Aguayo	Abstain
M. Meer	Aye
K. Kainrath	Aye
N. Frech	Aye
B. Burcope	Aye

C. Vote to Approve Strategic Plan

Strategic Plan Into:

- 2025-2028
- The Need: After five years of operation and launching during the pandemic, we knew there was a need to get clear on our path forward and what is next.
- This planning process was done with our partners, Bellweather
- The output is a three-year strategic plan
- The planning process was deeply rooted in our mission
- At the same time, we launched refreshed core values that reflect who we are as an organization now. We worked with ADVISA to distill four values: Ownership, Swing, Optimism, and Solidarity
- These values rooted us in the strategic planning process

Strategic Plan Overview:

- This process also started with bright spots to guide us
    - Academic Excellence
    - Team & culture
    - Student & Family Engagement
    - Financial & Operational Health
    - Academic Data that drove the work
        - Early indicators of K-3 early literacy success
        - Proficiency on IREAD-3 keeps rising
        - We took our reading systems and put them in motion for math, and saw ILEARN growth of 12% in proficiency
        - The impact of students who have returned to Adelante year after year is 4% higher in ELA and 9% higher in math, based on ILEARN
        - 93% family satisfaction with Adelante
        - 90% staff retention
    - Strengths Uncovered from the Process

        - Instructional systems
        - Coaching and support
        - Trust in leadership
        - Operations
        - Financial
    - Opportunities
        - Academic Rigor and student engagement are more variable in middle school
        - Strengthen coherence across all grade bands
        - Culture is an area to explore more deeply
        - Intervention systems
        - Internal communication and decision making
    - Vision for Growth - Our Opportunity
        - Families on the south side have limited access to quality schools
        - Families are demanding stronger academics -- and Adelante is built to deliver
        - Adelante's leaders bring proven leadership and a record of results
- Expanding our Impact
    - By 2028, we want to serve 600-700 students on the southside
    - Ensuring that every student leaves prepared for high school and postsecondary success to lead lives of leadership and service, and living into our core values of optimism, swing, ownership, and solidarity
    - Strengthening the organizational foundation -- ensuring we have the leadership, staff, culture, and systems in place to support long-term excellence and growth.
- Two Growth Paths
    - Expanding K-5 at Emma Donnan within our IPS-owned facility
    - Opening a second K-5 campus
- Both of these pathways have conditions for success listed

Three-Year Goals in Four Buckets

- Academic Readiness
- Leadership Service and Identity
- Student Enrollment & Access
- Talent, Operations, & Finance

How will we get there

- Strengthen & Codify Academic Systems
- Clarify Culture and Student Experience
- Expand K-5 Enrollment with Quality
- Build Leadership & Decision Making Infrastructure

Academic Systems:

- Investments
    - Two Roles
    - Curricular materials
    - Lab Equipment
    - Stipens
    - Coaching & PD
    - Consulting

Leadership Service and Identity:

- Investments
    - Culture-building curricula
    - Community Partnerships
    - Communication and Engagement Support with Families
    - Performing and Gathering Space

Expand K-5 Enrollment with Quality

- Rennovations
- New Music/Arts Teaching Roles
- Corporate Partnerships
- Development and Fundraising
- Data & IT Systems

Funding

- 3.6 Million Dollars Over Five Years
- Staffing adjusts with enrollment

Mary S.: What would the special projects manager do?
Jordan H.: Focus on really tracking and supporting the KPIs

Leo: What is the plan if KPIs are not being hit/there is a need to course correct
Edward: Coming together as an ELT to regroup/shift direction, and also leveraging the board for support.

Barb: Will your team meet routinely and have the chance to put up red flags? How will the team meet routinely to track these?
Edward: Something we're working on to create space now that we have a plan for the first time, we have the chance to build these systems with support and clarity at the core of it.
Barb: Will Bellweather stay on board to support this?
Eddie: Support is part of the partnership at a high level.

Rachel: The level of detail and input from Bellweather was really strong and impactful. The Adelante team is very willing to look at what is not doing well. The alignment of the new values really shows that. One of the things that was interesting was being able to see the level of maturity the school has. I have seen that this school leadership team is working to see how things could be better.
R. Scott made a motion to approve the Adelante Schools' Strategic Plan.
L. Aguayo seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
M. Staten	Aye
L. Aguayo	Aye
M. Whitley	Aye
B. Burcope	Aye
K. Kainrath	Aye
R. Scott	Aye
M. Meer	Aye
N. Frech	Aye

III. Committee Updates

A. Finance & Development

B. Governance

C. Board Members send in final goals for FY26 by EOD 8/22

D. Academic

Goal: 40% of scholars in grades 3-8 will be proficient in ELA and **40%** in math on ILEARN 2025.

Data Covered:

- **2025 ILEARN Summative**
- **2025 IREAD-3**

Why It Matters:

- ILEARN is the state-administered test that tracks progress toward grade-level proficiency on Indiana academic standards.
- IREAD-3 is the state-administered test that tracks proficiency toward key skills aligned to the Science of Reading.

ILEARN ELA:

- Increased 2% overall and decreased the below proficiency group of scholars
- Average scale score up 8 points
- 83% of 7th graders moved from approaching to proficient/above

ILEARN Math:

- 29% which is a large increase in students on level for math
- Scale score up 43 points
- 6th grade 71% moved from approaching to proficient/above
- IREAD:
- 85.7 last year, we were at 72%

Looking to this School Year:

- Shift to Arts and Letters
- Keeping the 3-8 weekly assessments
- Intervention Block is staying but also getting added to 6-8
- K-2 Foundational Math and tracking via progress monitoring
- K-5 Science

IV. Board Chair Update

A. Chair Updates

- Emma from OEI shares that SB1 requires that the Mayor's office appoint a member of a public-charter school board. This is about the share of property taxes. Nelson has been selected for the appointment letter from the Mayor's office.

B. Upcoming OEI Reports

V. 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 10:25 AM.

Respectfully Submitted,
K. Kainrath

Documents used during the meeting

- 8.15.25 Academic Excellence Committee - Chkpt 3.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