APPROVED

Adelante Schools

Minutes

Adelante Schools Board Meeting

Date and Time
Friday February 20, 2026 at 9:30 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 (remote), L. Aguayo (remote), M. Meer (remote), M. Whitley, N. Frech, R. Scott

Directors Absent
M. Staten

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

I. Opening Items

A.

Call the Meeting to Order

N. Frech called a meeting of the board of directors of Adelante Schools to order on Friday Feb 20, 2026 at 9:30 AM.

B. Record Attendance

C. Public Comment

None

D. Approve Minutes

R. Scott made a motion to approve the minutes from Adelante Schools Board Meeting on 12-19-25.
M. Whitley seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

II. CEO Report

A. Spotlight & Executive Updates

E Rangel:
STEM Night - Lots of smiles
100th Day of School - Dressed as "100 years old" and Emma Donnan
Bringing celebrations back! Inviting families back in to celebrate grades, attendance, Crew
KG students are celebrating the new furniture!
Spelling Bee finalist!
There is a misconception that we cherry-pick who can come to our school. That is not the case. Our teacher Ms. Staley, creates an incredible space for students with exceptionalities.

III. Finance & Operations

A. Operations Metrics

J Habayeb: We continue to meet or exceed every standard set by OEI

B. Benefits

J Habayeb:

Retirement benefits restructuring

- Finance committee recommended moving from immediate **100%** vesting to **4-year** vesting schedule for new hires
- National study showed median retirement match of **4%** and seventy-fifth percentile of **6.5%** for public charter schools
- Current safe harbor structure provided **3%** match with **100%** vesting after two payrolls
- Retention data showed **58%** of hires over past **6 years** left within a year: **6%** ops team, **10%** food service, **24%** school-based staff, **60%** teachers

New structure for hires after **July 1st**:

- **4-year** vesting schedule (**20%**, **40%**, **60%**, **80%**, **100%**)
- **4%** employer match

Existing staff changes:

- Match increased to **4%**
- Current **100%** vesting status remains unchanged
- Projected **5%** match at start of year five for long-term retention rewards
- Design principles focused on honoring current staff commitments, aligning benefits with retention, and concentrating investment on staff who stay

C. Lilly Updates

Lily funding and budget updates

- Lily funding totals **$14.4M** in money market account earning strong interest returns
- Construction planning underway with architecture team conducting mock-ups
- Onboarding call with Lily completed, spending down process moving forward
- AIA architecture contract under legal review

D. Upcoming Items

- Finance committee will review fiscal year **2027** budget at **March** meeting with public hearing

- Full board budget review scheduled for next board meeting
- **100%** of levy funds go back to IPS for transportation costs

E. Transactions

R. Scott made a motion to Approve the transactions.
N. Frech seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

IV. Committee Updates

A. Academic Excellence

ELA mid-year checkpoint results

- Checkpoint two focused on nonfiction texts (checkpoint one was fiction)
- Grade-level proficiency increases from checkpoint one to two: third grade showed strong growth, fourth grade increased, sixth grade improved slightly
- Seventh and eighth grade showed slight dips in nonfiction proficiency
- Intervention periods now emphasizing nonfiction texts for seventh and eighth grades
- Multilingual learners increased from **2%** to **5%** proficiency between checkpoints
- Special education students showed slight dip in proficiency
- All special populations showed growth from checkpoint one to checkpoint two

Math mid-year checkpoint results

- Fourth grade proficiency dropped from **63%** to **36%** between checkpoints due to significantly more difficult content (multi-digit multiplication vs. addition/subtraction)
- Fourth grade performance still aligns with state average of approximately **38%**
- Most grade levels showed slight proficiency increases
- Special education students showed strong increase in both approaching and at/above proficiency
- Rudy and Director De La Cruz planning to increase math support for multilingual learners, whose support currently focuses primarily on reading

- White student proficiency at **39%** creates gaps with black and Hispanic student performance that need to close to within **10%** differential

DIBELS reading fluency progress

- K-3 assessment administered to all students, grades 4-8 only for students receiving intervention
- Second and third grade approaching **80%** benchmark target by end of year
- Kindergarten and first grade remain areas of concern
- Coaching focused on increasing student "at bats" (opportunities to respond)
- First grade teacher Miss Alex achieved **73** at bats in **7 minutes** during wordplay, up from **15-20** previously
- Fourth grade intervention students showing progress
- Fifth grade identified as biggest gap, now receiving Ignite Reading one-on-one online tutoring through Lily grant partnership
- Grades 6-8 intervention students all increased words per minute and averaged **48 points** composite growth gain

Math progress monitoring results

- First year implementing strong beginning/middle/end of year math assessments (K-5 only, 6-8 results release **March 1st**)
- K-2 growth extremely strong: kindergarten from **9%** to **39%**, first grade **22%** to **56%**, second grade **30%** to **67%** proficiency
- Fourth grade showed **6%** increase from beginning to middle of year despite checkpoint dip
- Fifth grade also showed growth
- Goal is **60%** of students on grade level in math by end of year, most grades on track
- Assessment based on common core standards (Indiana standards are similar with negligible differences)
- This progress monitoring tool will be mandated statewide, Adelante Schools piloting ahead of mandate

Academic interventions and focus areas
ELA focus areas:

- Teachers and coaches deepening understanding of new Arts and Letters curriculum (first year of implementation)
- Practice clinics for vocabulary development
- Assessment guides supporting data analysis in weekly data meetings
- Third through eighth grade weekly assessments emphasizing nonfiction or fiction based on checkpoint results
- iRead three exam preparation underway with focused lessons and practice

- Intervention includes UFLI (word recognition and fluency), fluency and comprehension support
- Ignite Reading for kindergarten, first, third, and fifth grades based on middle of year data

Math focus areas:

- Teachers and coaches deepening curriculum understanding
- Implementing House Bill **1634** mandating math intervention and tier two supports
- Teacher survey conducted during PD day for candid feedback on first year of math intervention pilot
- Planning improvements for rest of year and next year based on teacher feedback
- Academic monitoring differentiated by teacher performance level
- Weekly **40-minute** data meetings between coaches and teachers now focused on analyzing student work and addressing gaps

B. Finance & Development

M. Meer: No additions, beyond the Finance report

C. Governance

N. Frech: It's been a busy month. We will dive right into the chair updates and action items

V. Board Chair Update

A. Board Updates

B. Board Chair

M. Whitley made a motion to Make Rachel Scott the new board chair.
N. Frech seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Staten	Absent
R. Scott	Abstain
B. Burcope	Aye
K. Kainrath	Aye

Roll Call

N. Frech Aye
L. Aguayo Aye
M. Whitley Aye
M. Meer Aye

C. School Leader Contract

K. Kainrath made a motion to Update Eddie Rangel's contract with a salary increase.
M. Whitley seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

M. Whitley made a motion to Offer a contract to Matthew Rooney as the new CEO, effective 7/1/26.
R. Scott seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

D. Upcoming OEI Reports

Due 6/30/26:

Board Eval of School Leadership
Board Self-Evaluation
School Leader Self-Evaluation

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 10:21 AM.

Respectfully Submitted,
N. Frech

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