APPROVED

Kestrel Heights Public Charter School

Minutes

Board Meeting

Date and Time
Tuesday October 8, 2019 at 6:30 PM

Location
4700 S Alston Ave, Durham, NC 27713 (Grades 6 to 8 building)

Directors Present
B. Paris, J. Featherstone, S. McGarrah

Directors Absent
S. Foy-Watson, Y. Powell

Ex Officio Members Present
M. Callahan

Guests Present
Adrienne Davis, Andrew Touchette, B. Buckholz, Danielle Devlin, M. Tracy, S. Bowens, T. Jackson

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

S. McGarrah called a meeting of the board of directors of Kestrel Heights Public Charter School to order on Tuesday Oct 8, 2019 at 6:48 PM.

C. Minutes: July 10, 2019 Emergency Board Meeting

The Board postponed the approval of these minutes at this meeting.

D. Minutes: July 16, 2019 Special Meeting

The Board postponed the approval of these minutes

E. Minutes: August 10, 2019 Board Retreat

The Board postponed the approval of these minutes.

F. Public Comment

There were no requests for public comment at this meeting.

II. Finance

A. Monthly Budget Report

Dr. Tracy reported on the budget. Payroll, rent and health care benefits are three major items that are experiencing fluctuations at this time. Kestrel Heights was 20 scholars short of what was projected, but the sale of the Capitola Property should help us deal with that shortage in the projection.

III. Governance

A. Mission/Vision Process

The Board elected not to discuss the mission/vision update at this meeting.

B. Educational Model Review

Dr. Tracy met with parents and staff to discuss the educational models and sent out a survey to all Kestrel Heights parents and staff. At this time, there were approximately 15 surveys returned. The highest-rated response was to see no change in our educational model. The next responses were blended-learning and computer science model followed by arts focused and high needs in last place.

The Board discussed more opportunities to engage parents in the educational models, including having a booth or information at Fall Fest, using Class Dojo for communication, sending information through K-5 Friday folders, and other possibilities. In general, there was some concern about parents being aware of the educational model discussion.

C. Executive DIrector Report

Dr. Tracy gave his report with the average daily membership at 501. Kindergarten and middle school grades are under-enrolled. Kestrel previously had around 100 to 120

students for each middle school grade. The Board discussed the staffing changes that had taken place, but the difficulty is sustaining the current model without enrollment increases for the long term.

There has been a significant drop in ISS and OSS in part because the program has changed. The Dean of Students has been working with students and families, but there have not been formal parental comments submitted at this time.

In terms of academic achievement, 86% of scholars were below grade level for third grade BOG tests. In terms of iReady scores, the results showed that 66% of scholars were below grade level for reading and 83% of scholars were below grade level for math. The Board discussed the possibilities of using this data to help frame the educational model discussion and selection. In terms of school culture, Dr. Tracy discussed the events that had been held, which have been held in part with the PTSO. Dr. Tracy also reported on liabilities (there were two) and that there were no hiring.

D. Policy Review

In terms of policy review, the Board discussed the School and Community Policy Section. The comments were as follows:

- Honor code and pledge are no longer used. Should they be kept?;
- There was a question about student placement in terms of how that process works;
- The virtual school policy needs to be rewritten because it still refers to high school topics;
- The retention process does not appear to be the most current version along with the dress code, but those are covered in the student handbook;
- Change the NCHSAA to NC Middle School Athletic Association;
- Creation of Hostile Environment needs to be updated to include social media and not the apps that are no longer used;
- The code of conduct should no longer include the four Rs;
- In the discrimination section, the sexual orientation part is included, but is not included in the EEOC. The statement should match whatever the Board adopts for the EEOC;
- Change language from students to scholars to reflect terminology? Discussion determined that keep language as student to more accurately reflect state statutes that call them students.

E. Charter Renewal and Performance Framework

Dr. Tracy provided us an update on the charter renewal standpoint. There are multiple criteria from the State of North Carolina for 3 year, 5 year, 7 year and 10 year charter renewals. Based on the documentation provided by the State of North Carolina on Kestrel Heights' performance, the school would be eligible for a 10 year charter renewal. Kestrel Heights will likely go before the Charter School Advisory Board on December 9

and 10, 2019, and Board members are encouraged to attend. Once the meeting is set, Dr. Tracy will let us know when the meeting will be held, so that Kestrel Heights Board members can try to attend.

There are 28 total reports that Kestrel has to submit annually to the State of North Carolina; Kestrel has submitted 13 reports on time to date for this academic year that have been accepted.

The Board congratulated Dr. Tracy and his team for getting ahead of the process and doing a good job for the charter renewal process. The Board will also talk about preparing for any potential press statements at the next Board meeting.

F. Equal Employment Opportunity Policy

Stephon Bowens found that EEOC in 2015 put a policy in place that is similar to what Kestrel Heights has proposed as a change to the school policy. The United States Supreme Court is presently considering three cases related to these laws. He recommended that the Board defer making a change until the Supreme Court delivers its opinions on these issues (likely to take place in the next three months). The reason for Mr. Bowen's recommendation is that if the Kestrel Heights Board adopts the policy now and there is a discrimination issue to take place, there could be legal complications related to the pending court cases.

The Board discussed what does a potential policy change tangibly mean for the school and our teachers, staff, students and parents. Mr. Featherstone will meet with Mr. Bowens to draft a statement that the Board can give to the community.

IV. 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 8:22 PM.

Respectfully Submitted,
S. McGarrah
B. Paris made a motion to adjourn the meeting.
S. McGarrah seconded the motion.
The board **VOTED** unanimously to approve the motion.