

APPROVED



# THE ACADEMY OF ALAMEDA

## The Academy of Alameda Charter School Board

### Minutes

#### The Academy of Alameda Board Retreat

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##### **Date and Time**

Sunday January 8, 2017 at 9:00 AM

##### **Location**

980 Atlantic Blvd. Alameda, CA 94501 (Phocas Financial Office)

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##### **Directors Present**

A. Price, C. Robie, D. Forbes, L. Cazares, R. Whittaker, S. Youngblood, W. Schaff

##### **Directors Absent**

*None*

##### **Guests Present**

Cherie Spivey, Christina Greenberg, M. Huxley, N. Bullock, S. Hottinger, W. Williams

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#### **I. Opening Items**

##### **A. Record Attendance and Guests**

##### **B. Call the Meeting to Order**

R. Whittaker called a meeting to order on Sunday Jan 8, 2017 at 9:00 AM.

#### **II. Board Communications**

##### **A. Overview of Agenda**

Driving Questions:

1. Who we serve?
2. How we serve?
3. Do we want to expand?

## **B. Organizational Mission, Vision and Priorities Discussion**

Mission Statement:

- On track for college – measuring with attendance, MAP, discipline data
- Equity-centered – all students
- On the ground statement (AoA at Pacific Ave) as opposed to an organizational mission statement
- If we expand need to develop an organizational mission statement
- Don't have a vision statement – need to work on it
- Matt does have a theory of action that the cabinet has been working on

Vision Exercise:

### **Students**

- 1500 students (500 ES/MS/HS)
- PreK - 12
- 1000 students total to stay intimate
- PreK - 8
- Neighborhood vs diversity
- Expand diversity to include ethnicity, cultural definition, socio-economic
- Help students improve circumstances and opportunity
- Having diversity of all kinds
- Needs to be pyramid (determine size of HS and work backwards with larger MS and even larger ES)
- Will we move away from physical plant?
- Most of the board was formed to improve MS (Do we need a new board to support expansion?)
- Revamped structure to grow?

### **Program**

- Model school and model program
- Org structure that supports our core mission – outsource elements that are not core (fiscal services)
- Highest quality PD, Accountability and support for board and staff
- Career paths or alternative plans for students who do not go to college
- Engagement with community
- Whole child – measure student success in all ways not just standardized tests

- Fundraise at a level to provide extended day and extended year and teachers have built in 2 hours a day of built in PD (write and receive grants)

### **C. Growth Planning**

#### **Diversity:**

- **Broader than the color of skin**
- **Learning challenges, Ethnicity, home language**
- **Board definition of diversity – common understanding**
- **Under served students in Alameda community first**
- **Reflect diversity**
- **Moving ALL students up no matter where they are**
- **3 levers to ensure diversity:**
  - **Recruitment**
  - **Lottery Preferences**
  - **Retention**
- **ACTION: Pull data specifics on diversity and local school comparisons, get other examples of diversity definitions**

#### **Potential Growth Paths (Sequence):**

- **Improve Program**
- **Early Childhood**
- **Expand ES enrollment in Alameda**

#### **What does “improve” program mean?**

- **Underserved students**
- **Extended day/year**
- **Electives (language, art, music, extracurricular)**
- **Community/family engagement and support**
- **Getting retaining excellent teachers especially hard to staff areas**
- **Communicating to community effectively**
- **Math & writing program**
- **STEM/STEAM**

### **D. Break and Lunch**

### **E. Action Planning**

- **Summer Program**
  - **Leverage current resources and connections**
  - **Freedom school model**
- **Reserve spending**

- **Possibility of getting grants**
  - **Better promotional and marketing to get the story of AoA out in the community**
  - **Something that makes our program stand out as we aren't known as "needy"**
- **Intervention in general**
  - **Literacy (MS) – staff with potential to be expert – needs cert.**
  - **Participation in after school**
  - **Staff member like case manager for Tier III w/ counseling experience, family liaison & student support**
- **Math & Science**
  - **Build internal pipeline to recruit teachers**
- **Pre-K (kids under 5 yrs old)**
  - **Market analysis for pre-K/TK need**
  - **How does pre-k formation happen? Part of charter?**
  - **Research other charters who have Pre-K**

**Next 6 months to do:**

- **January**
  - **ES \$\$ & model for summer program**
  - **List of new positions needed for 17-18**
  - **Post Math/Science position**
  - **Communicate to families about summer school**
  - **Matt bring literacy program and costs to board for literacy specialist**
  - **Math/Science compensation review at Finance Committee Meeting**
- **February**
  - **MS \$\$ & model for summer program**
  - **If we want to hire a Math/Science Teacher do so**
    - **Create pipeline with universities, intern programs, etc.**
  - **Job Description or Intervention case manager/family liaison**
- **March**
  - **Review data on effectiveness of last year's investments, propose next year staffing/program investments**
- **April**
- **May**
- **June**
  - **Revisit Pre-K growth plan and timeline**
  - **Board Retreat – Program data**

**F. Reflection/Appreciations**

**III. 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 2:00 PM.

Respectfully Submitted,  
R. Whittaker