APPROVED

Alma del Mar

Minutes

Alma del Mar Board of Trustees

Date and Time
Wednesday November 19, 2025 at 5:30 PM

Anti-Racism Statement: Alma del Mar strives to be an anti-racist institution. We seek to dismantle racist and white supremacist structures in pursuit of justice and racial equity. We will fight against racism when we encounter it both within and outside of our school community. We will actively work to ensure that all of our community members, including scholars, families, and staff, feel included, celebrated and empowered. By resisting racism and white supremacy, we will lay the foundation to challenge all forms of oppression. ***Please read the Equity Lens Guidelines in the Opening Items below before the meeting.***

Trustees Present
C. Wood (remote), D. Prentiss (remote), J. Fox (remote), J. Korn (remote), J. Wallace (remote), S. Furtado (remote)

Trustees Absent
A. Cortez, C. Bator, C. Holley, D. Melo, M. Rosa, M. Rosario

Guests Present
New Bedford Cable Access Network, T. DeLoach (remote)

I. Opening Items

A. Equity Lens Guidelines

B. Record Attendance

C. Call the Meeting to Order

D. Prentiss called a meeting of the board of trustees of Alma del Mar to order on Wednesday Nov 19, 2025 at 5:32 PM.

D. Approve Board Meeting Minutes

J. Korn made a motion to approve the minutes from Alma del Mar Board of Trustees on 10-22-25.
S. Furtado seconded the motion.
The board **VOTED** to approve the motion.

II. Executive Director Report

A. November 2025 Board Dashboard

- J. Wallace asked for additional information about teacher qualifications and whether there are more resources the Board can put toward supporting teachers with gaining qualifications

B. Executive Director's Report

- T. DeLoach summarized the facilities, talent, and charter renewal sections of the attached Executive Director's report.
- T. DeLoach discussed progress on the 2025-2026 strategic plan priorities.

III. Academic Excellence

A. Q1 Interim Data

- J. Korn offered assistance from the Academic Excellence committee on any identified needs to support instructional improvement
- J. Fox asked about whether parents give feedback about the curriculum - generally, families have questions about the type of conceptual teaching we do in math, and parents of special education students ask questions about accommodations and modifications.
- D. Prentiss asked for more detail about 3rd, 7th, 8th grade data being lower than 4-6. 3rd grade is the first year that students are assessed using traditional tests, and 7th and 8th graders were in their formative years during the pandemic.

B. Update on Teacher Qualifications Project

- J. Korn summarized the recent Academic Excellence meeting where Libby Merrill, Director of Talent, presented information about current teacher qualifications and which teachers are still pursuing qualifications
- J. Korn described the supportive measures the school provides for teachers seeking qualifications, including reimbursing teachers for the cost of MTELs and online study guide
- J. Korn discussed the need to demonstrate progress to DESE and addressing teachers who have yet to make progress toward becoming qualified.
    - 52 teachers are pursuing qualifications and 21 of those are first year teachers who have one year to become qualified. 11 teachers are only missing compliance by 1 exam. 31 teachers are past the one year mark who have not yet become qualified.
    - Challenges include cost, ability to pass, and preparation for test
    - Committee suggestions for additional supports:
        - Provide additional financial support for MTELs
            - Provide scholarship for those who have one test left ($1250)
        - Do the teachers need additional mentoring or coaching to help with completing qualifications?
- D. Prentiss asked for any additional context from T. DeLoach, who responded that
- J. Fox shared that the governor is proposing changing the teacher qualification requirements to strengthen and diversify the teacher pipeline
- C. Holley asked whether Alma communicates qualification requirements to new hires - yes.
- S. Furtado asked whether we inform families about teacher qualifications - yes.
- D. Prentiss - consider scholarship for someone who needs to retake tests, stipend for mentors. Work with the Finance committee to approve funding.
- J. Wallace discussed the possibility of a Board vote to give the Academic Excellence committee the authority to use allocate funds to support teachers becoming qualified under Massachusetts law for charter schools. Want to emphasize the Board's commitment to supporting teachers becoming qualified.
- D. Prentiss and J. Fox agreed that a vote was not needed, but that the Board will continue to support.
- S. Furtado asked for clarification about barriers staff experience that are preventing qualifications.
- T. DeLoach to discuss next steps with Libby and J. Korn and the Academic Excellence committee and report out at the next Board meeting.
- C. Wood, chair of Governance committee, emphasized the need for the Academic Excellence committee to use funds and resources to support this initiative.

C. AcEx Committee Goals 2025-2026

- J. Korn informed the Board about the draft Academic Excellence goals.

IV. Development

A. Board Involvement in Development - Reminder

- T. DeLoach reiterated the needs for the development committee.

B. Board Giving

- T. DeLoach asked the Board for grocery store gift card donations. The Board inquired about whether digital donations are possible. T. DeLoach will consult the Director of Finance on possibilities.

V. Finance

A. FY25 Audit Issuance Delayed

- T. DeLoach summarized the latest update from DESE regarding the submission of Alma's FY25 audit for finalization.

B. CIBC Financial Advisor - Status Update

- C. Holley is working with the Finance Committee and will bring a more robust update at the next Board meeting

VI. Governance

A. New Board Member Recruitment

- C. Wood is working with the governance committee on proceduralizing Board documents, revising the REDI plan to align with the strategic plan, and ensuring we have appropriate training for trustees
- C. Wood summarized strengths on Academic Excellence, Governance, and Finance committee and encouraged trustees to recruit for the Development committee.
- D. Prentiss specified that we want to recruit development committee members that are connected to the community, gregarious, ready to champion Alma. We don't currently have a need for direct fundraising - we want committee members who will raise friends and raise connections. Asked the Board to reach out to L. Wood, D. Prentiss, or T. DeLoach.

VII. Other Business

A. Charter Schools - State and Federal Landscape

- T. DeLoach summarized the Charter Association visit on November 12th and celebrated the Alma parent who testified.

B. Holiday Gathering for Board

- L. Wood discussed a holiday gathering for the Board.

VIII. 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 6:31 PM.

Respectfully Submitted,
D. Prentiss

Documents used during the meeting

- AY2025-26 Alma del Mar Board Dashboard - November 2025.pdf
- E.D. Report 11.19.25.pdf
- Alma Network Scorecard 2025-2026_Strategic Plan Priorities.pdf
- Q1 Academic Update for Board_October 2025.pdf
- Academic Excellence Goals AY24-25_111425_DRAFT.pdf