



Breakthrough Public Schools

Minutes

BPS Academic Excellence Committee: February/March Meeting

Date and Time

Tuesday February 27, 2024 at 5:00 PM

Committee Members Present

A. Garg (remote), D. Eisenberg (remote), G. Libbey (remote), S. Steinhouse (remote), S. Vyas (remote)

Committee Members Absent

None

Guests Present

A. McRae (remote), J. Kaye (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Eisenberg called a meeting of the Academic Excellence Committee of Breakthrough Public Schools to order on Tuesday Feb 27, 2024 at 5:00 PM.

C. Check-in

D. Minutes Approval

A. Garg made a motion to approve the minutes from BPS Academic Excellence Committee: January Meeting on 01-16-24.

S. Vyas seconded the motion.

The committee **VOTED** to approve the motion.

II. Quick Updates and Follow-ups

A. School Health and Effectiveness Dashboard - February Updates

The dashboard there are all the standard items have remained stagnant. We've updated the health and effectiveness scores.

We've also added enrollment and post-February 1 withdrawals as new indicators. These you know give us a sense of where the direction of traffic is and as it relates to student attrition and retention initiatives.

Student Attendance continues to be live and an area of focus. But the remaining categories are pretty much in line with what we have seen in the effectiveness in terms of outcomes. We put the most recent EUA data percentages in terms of mastery in there also.

We discussed ways to show progress and monitoring over time. We'll work to get that visualized moving forward.

NPS is not consistent across schools and this ties to families rating schools lower due to communication and sense of belonging issues.

III. Strategic Items

A. School Health Update

Tonight, we have a special guest joining us Lynesha Richardson, who is our Director of Scholar Experience. She will be talking to us about school health, and many of the practices the guiding philosophy around our school health and scholar experience. This work was launched in response to what we saw as widely variant student experiences across our 10 schools, we began an effort to codify the scholar experience and school culture side of BPS.

Lynesha walked through her vision for the work, and her three year plan. These are rooted in three key projects: Family & Scholar Handbook, Culture Playbook & SRS, and Student Discipline Protocols.

In our first full year, we've seen great progress:

- Out-of-school suspensions have reduced by 82% from Fall 2022 to Fall 2023
- In-school suspensions have reduced by 23% from Fall 2022-Fall 2023.
- Network attendance increased by 2% from Fall 2022-Fall 2023.

- Improved data analysis on school health indicators (student voice and suspensions)
- Consistent collaboration between Culture, Operations, and Student Services.
- Renorming in-school reflection protocols and procedures for all schools.

This work is still improving. Central to continued improvements is the ongoing need for training, resources, and continued skill-building.

Families also have counseling opportunities at all campuses. All schools have in-house social workers and/or counselors, and most schools also have outside services available. There were different services, but support is available. This will also be addressed by increased focus on Tier 2 instruction. This is a top priority for next year as we approach training.

B. SY25 School Calendar Preview

The school calendar is by and large staying the same. The full calendar is linked in the agenda.

We've heard from families and staff that this new school calendar model is working. The next steps are really digging in to maximize instructional minutes to provide Tiers 1-3 instruction through continued professional learning as well as ensuring weekly development sessions for staff remain purpose-driven and effective. We're also building network-wide learning days into the calendar (Summer Kick-Off and Winter Step-Back) To support our families we'll continue to interrogate Expanded Learning opportunities for our families.

D. Eisenberg made a motion to Approve the SY25 School Calendar.

S. Vyas seconded the motion.

The committee **VOTED** to approve the motion.

C. Enrollment Target Setting Preview

We're shifting the way our enrollment team sets targets. We're also still very focused on knowledge building and adjusting our practices to align with best practices

Last year, we developed the academic capacity for every school. This is the number of kids can we feasibly educate in a classroom. What we found is yes that's the right number of kids that we should be aiming for, but we need to enroll more kids to get to that number.

With our data team, we did rigorous analysis, which is unique for each school. It predicts the retention rates for both returning and new scholars, allowing unique enrollment targets for each grade level at each school.

This model aligns with industry best practices of enrolling more scholars that you hope to have at a stable place. Educating our principals and deans will be key to the success. Kareemah and her team have been busy engaging stakeholders across the network from home office leaders to principals. She's done multiple presentations, created resources, and has open office hours for principals.

We are confident in this approach and want to ensure understanding.

D. Staffing Updates

The CMO strategic alignment is underway. Of the 50+ home office employees around 9 are taking severance packages. Some exited in early February, and others will leave on March 15.

As of yesterday, we have signed offers for all vacant leadership team roles. This means we've hired our Chief People Officer, Chief Schools Officer, Chief of Staff, and Chief Learning Officer. We'll be making a public announcement about these hires in early March.

We'll be in touch regarding onboarding and support! This will be true of the BPS and TFA communities.

We're also busy hiring Managing Directors, which are a step below a Chief at BPS. We have the Managing Director of Culture, Family Experience, and Scholar Achievement that we're hiring for. We'll keep the group updated as those searches progress.

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 6:34 PM.

Respectfully Submitted,
D. Eisenberg