



# Breakthrough Public Schools

## Minutes

### BPS and School Board of Directors Meeting

---

#### Date and Time

Wednesday January 29, 2025 at 5:00 PM

#### Location

BPSPDLC at Hampden (Boardroom) - 10118 Hampden Avenue, Cleveland, Ohio 44108

---

**Meeting of the Boards of Breakthrough Public Schools, Citizens Academy Southeast, Citizens Leadership Academy East, Village Preparatory School Cliffs, Village Preparatory School Willard, and Village Preparatory School Woodland Hills.**

---

#### Directors Present

A. Garg, A. KOPIT (remote), A. Lee, B. Schlang, C. Lipscomb, D. Eisenberg, G. Burrows, J. Howard, J. Johnson, J. LeMay (remote), L. Mimura, L. Zucca, M. Harris, S. Steinhouse

#### Directors Absent

S. Vyas

#### Guests Present

A. McRae, C. Farmer, J. Kaye, J. Padlan, M. Sattler, M. Woerner

---

### I. Opening Items

#### A. Call the Meeting to Order

S. Steinhouse called a meeting of the board of directors of Breakthrough Public Schools to order on Wednesday Jan 29, 2025 at 5:05 PM.

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

D. Eisenberg called the meeting of the school boards to order at 5:06 PM on January 29, 2025.

## **C. Record Attendance**

## **D. BPS and School Boards Vote to Approve the Minutes of the December 4, 2024 BPS and School Board of Directors Meeting**

J. Howard made a motion to approve the minutes from BPS and School Board of Directors Meeting on 12-04-24.

L. Zucca seconded the motion.

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

L. Zucca made a motion to approve the minutes from the School Boards of Directors Meeting 12-04-2024.

A. Garg seconded the motion.

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

## **E. BPS Spotlight**

Presentation from Talent Acquisition Team

- For this year, hired 88 teachers, including 16 intervention specialists, and 199 employees total
- Focused on retention, recruitment, interview process, onboarding, and systems development
- Retention: 100+ teachers teaching on a sub license, working/helping this pool to get full licenses; pay increases as a high leverage opportunity to help retain
- Recruitment: do own sourcing, get 70% of applicants from indeed; Marketing plan - increase ad spend for this year, based on data from Jetpack (marketing) to target ads & messages; some events (including mixers, career fairs, interview prep event, licensure support events)
- Interview Process: TA helps handle scheduling/logistics, making pairings with schools, for most desirable candidates try to move from application to offer within a week

## **II. Public Comment**

### **A. School Boards Public Comment**

No members of the public asked to speak.

## **III. FOB Update**

### **A. FOB Updates**

#### Highlights:

- 64% of goal for the year, doing particularly well on major gifts work
- Heavy in event planning and spring tours
- Tour with 4 Ohio House members 2/7 (Reps Manning, Deeter, Thomas, Ray)
- Focus on budgeting season at the state level, advocacy work

## IV. CEO Update

### A. CEO Update

**Metrics update** - continuing to build out this tool, add of scholar assessment data, how do we square being over on enrollment and under on retention - ongoing enrollment of scholars backfills departing scholars

**Midyear Interim Assessment Results (iReady):** How the network assesses student growth. Distribution of students' relative grade placements is very similar to last year.

#### Headlines:

- Scholars are making vertical movements (students are making learning/making growth within the year at a similar rate to last year), consistently true across all schools
- More MS scholars are attaining stretch goals
- Math Tier 1 instruction continues to be an area of focus - historically a lot of investment in reading/ELA
- Achievement of scholars with exceptionalities continue to be behind, we see a slight uptick in the percent of these students on grade level in ELA this winter, compared to last winter.
- Schools use midyear iReady data to help inform interventions and accelerations.

**Family Experience Survey:** Administered twice per year, 454 respondents this past fall.

#### Headlines:

- Families are most happy with education quality, teacher quality, and student satisfaction; least happy with student behavior, meal options, response to scholar needs, and a lack of communications
- Network NPS is 9 points higher than last year. Most schools made double-digit NPS gains this fall.

### B. Financial Update

As of end of December, on track to revised budget. Projecting a deficit of -\$6.8 M (budget is -\$6.9M), still using very conservative assumptions for projections.

4/6 entities are meeting goal of spending within budget. One is within the margin of error (Glenville), one is being driven by special education services (Woodland Hills).

FY24 audited financial statements for BPS are in packet and we have a clean audit for FY24. June financial projections were <1% from final audited statements.

FY26 budgeting started this week, first draft will be presented to the board in March.

### C. NLT Reports

## V. Committee Updates

### A. Academic Excellence

AEC met last week and supported BPS with thinking through org structure for academics function(s), how to better keep board updated on scholar learning throughout the year, additional consulting supports have started with Learning Team and in schools.

iReady headlines: we are seeing within-year growth, but not as much as we would want to see. All school leaders and academic teams have analyzed their data, made plans for intervention & acceleration of students as needed.

### B. Finance

B. Schlang made a motion to approve the November and December 2024 financial statements.

L. Zucca seconded the motion.

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

L. Zucca made a motion to approve the November and December 2024 financial statements.

A. Garg seconded the motion.

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

### C. Governance

Time to begin nomination process for incoming board members. Overview of timeline was presented, with the goal of notification in May.

Presented analysis of current board demographics, skills, connections that the Board is looking to advance, diversify, or plan for succession.

## VI. School and BPS Boards Approve Consent Agenda

### A. School Board Vote to Approve Consent Agenda

L. Zucca made a motion to approve the consent agenda.

A. Garg seconded the motion.

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

## **B. BPS Board Vote to Approve BPS Consent Agenda**

A. Lee made a motion to approve the consent agenda.

J. LeMay seconded the motion.

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

## **VII. Sponsor Updates**

### **A. CMSD Updates**

Need to schedule annual contract meeting on 4/1/25. Will need at least one board member to join (will be virtual). Share updates from CMSD, CMSD board will approve in May, BPS will approve in May or June. Southeast will be a new contract since it was up for renewal for this year.

### **B. Buckeye Updates**

Sponsor update is in the packet. Second biannual report will be published in March. Buckeye will be offering another board training (includes Sunshine Law training), date TBD.

Will be receiving contract renewal within the next week.

## **VIII. Executive Session**

### **A. Personnel Matters**

L. Mimura made a motion to have the BPS board enter executive session to discuss personnel matters.

M. Harris seconded the motion.

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

#### **Roll Call**

L. Zucca	Aye
A. Lee	Aye
S. Steinhouse	Aye
D. Eisenberg	Aye
G. Burrows	Aye
B. Schlang	Aye
S. Vyas	Absent
J. Johnson	Aye
L. Mimura	Aye
A. KOPIT	Aye
M. Harris	Aye
J. Howard	Aye
C. Lipscomb	Aye
A. Garg	Aye

**Roll Call**

J. LeMay      Aye

G. Burrows made a motion to have the boards of Citizens Academy Southeast, Citizens Leadership Academy East, Village Preparatory School Cliffs, Village Preparatory School Willard, and Village Preparatory School Woodland Hills enter executive session to discuss personnel matters.

A. Garg seconded the motion.

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

**Roll Call**

D. Eisenberg   Aye

S. Vyas          Absent

M. Harris       Aye

A. Garg          Aye

G. Burrows     Aye

L. Zucca        Aye

**IX. 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 7:21 PM.

Respectfully Submitted,

D. Eisenberg

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:21 PM

Respectfully Submitted,

S. Steinhouse