



Breakthrough Public Schools

Minutes

BPS and School Boards of Directors Annual Retreat

Date and Time

Monday July 7, 2025 at 9:00 AM

Location

The Cleveland Foundation - Minter Conference Center

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. Amefia, A. Garg, A. KOPIT, A. Lee, B. Schlang, C. Lipscomb, D. Eisenberg, G. Burrows, J. Howard, J. Johnson, J. LeMay, L. Mimura, M. Hakim, R. Novak, S. Steinhouse, S. Vyas

Directors Absent

L. Zucca, M. Harris

Guests Present

A. McRae, J. Berlin, M. Woerner, S. Ertle

I. Opening Items

A. Call the Meeting to Order

A. Garg called a meeting of the board of directors of Breakthrough Public Schools to order on Monday Jul 7, 2025 at 9:09 AM.

S. Steinhouse called this meeting of the BPS Board of Directors to order at 9:09 AM on July 7, 2025.

B. Record Attendance

II. Public Comment

A. School Boards Public Comment

No one offered public comment.

III. Retreat Agenda

A. Welcome & Opening

Celebration of new Board members and outgoing Board members

Retreat goals:

- Establish board culture
- Strengthen familiarity and internalization of network and CEO goals
- Identify how the Boards can support the network

B. FY25-26 Network Goals and CEO Goals

Org goals were shared in June, today is more focused on the CEO's goals and how he'll use his role and time this year. When started as CEO, identified 6 areas to make substantial progress in over two years. As we come to the end of that two-year period, we have made substantial progress on:

- Center every level of the organization on outcomes for scholars and families
- Organize the CMO to most efficiently and effectively support our schools (some work still needs to be done to expand and strengthen partnerships with families)
- Optimize financial resources for long term sustainability
- Re-evaluate and define our brand in partnership with key stakeholders (continuing to work on amplifying voices of scholars, teachers, and families)
- Clarify and improve our employee recruiting, hiring, and onboarding experience (much of this is upcoming work)
- Clearly define Employee Value Proposition - done work on compensation and benefits, but the culture, development, and pathways work is a major focus of this year

Now, we're at a place to shape and chart our course for the next 3-5 years.

CEO goals

From last year:

- Achieve BPS annual goals and objectives

- Executive leadership (retention and succession planning)
- Strategic planning

Didn't get to fully execute any of these priorities.

Where we've been - made great progress in reaching goals and launching significant programs & initiatives

For next year:

Two themes for the network: belonging and performance management

CEO Priorities:

- Know it season: align leadership around clear sustainability strategy, defined roles
- Flow it season: launch and monitor execution systems, support school-level priorities
- Prove it season: reflect on progress and refine strategy through midyear review, FY27 planning, and data-driven evaluation
- Show it season: celebrate achievements, close out FY26 strategic priorities

C. Break

D. FY25-26 Board Priorities

As a board, we have the network's goals to support, but we, as a board, have our own work to do. Have five draft priorities for the year:

- Ensure BPS is in a strong financial position
- Continue to build and iterate on strong board governance practices
- Establish trusted partnership with network leadership team members
- Champion CEO's success through comprehensive support and strategic partnership
- Maintain exemplary sponsor compliance and policy oversight to protect our mission

Board members had collaborative work time to refine and further develop these priorities.

E. Committee Working Lunch

Board members broke into committees to discuss committee vision, mission, priorities, and plan for the year ahead.

IV. Closing Items

A. Closing

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:57 PM.

Respectfully Submitted,

A. Garg

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:57 PM

Respectfully Submitted,

S. Steinhouse