



Breakthrough Public Schools

Minutes

BPS and School Board of Directors Meeting

Date and Time

Wednesday June 17, 2026 at 9:00 AM

Location

Hampden Professional Learning Center (10118 Hampden Avenue, Cleveland, Ohio 44108)

Meeting of the Boards of Breakthrough Public Schools, Breakthrough Southeast, Breakthrough Midtown, and Breakthrough Woodland Hills

Directors Present

A. Garg, A. Lee, C. Lipscomb, J. Howard, J. LeMay, M. Hakim, M. Harris, R. Novak, S. Steinhouse, S. Vyas

Directors Absent

A. Amefia, A. KOPIT, G. Burrows, J. Johnson, L. Mimura

Guests Present

A. McRae, C. Farmer, D. Sobel, H. Perkins, J. Kaye, J. Padlan, K. Day, M. Sattler

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 Jun 17, 2026 at 9:02 AM.

A. Garg called a meeting of the school boards to order on Wednesday on June 17, 2026 at 9:02 AM.

B. Record Attendance

C. BPS and School Boards Vote to Approve the Minutes of the May 20, 2026 BPS and School Board of Directors Meeting

J. LeMay made a motion to approve the minutes from BPS and School Board of Directors Meeting on 05-20-26.

A. Lee seconded the motion.

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

M. Harris made a motion to approve the minutes from BPS and School Board of Directors Meeting 05-20-2026.

R. Novak seconded the motion.

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

II. Public Comment

A. School Boards Public Comment

No one was present for public comment

III. FOB Update

A. FOB Updates

Bill gave the board an update-

- They are getting items lined up for an election year and budget items. Work will begin immediately after the new governor is sworn in so work will start up immediately then
- Fundraising - a couple thousand dollars away from reaching the goal so they're confident they'll meet the fundraising goal by end of June
- Actively looking for board members - 17 up for renewal and 9 have committed
- Beginning transition work between Jeff and Bill with Jeff rolling off as the chair in the fall.
- Susan and Dr. McRae collaborated on an article that will be published soon to share the message of BPS
- BPS board will have the opportunity in the fall to help share this message. Will be helpful for the board to repost the article to help spread alignment

IV. Network & Schools Update

A. CEO Report

Dr. McRae opened the floor for any questions on the CEO Annual Reflection-

-Proficiency outcomes, the board wants to understand how we're going to get further traction here

-Retention has been fantastic, including positive comments from the staff, so what are the next steps and how will this look in regards to proficiency outcomes?

-The board commented that it's a well run machine and that are going to continue down this path. The academic results will rise in the support system BPS has created.

- Dr. McRae spoke on the the reality of the org - BPS has gone through a transformation and it's now an excellent run organization, but we do not have the schools in high achievement yet. The students are growing and the plan is to close this gap and we believe we have a plan in place to close the gap in the coming years.

FY 25-26 Reflections

Delivering Today

-Kids are learning, iReady gains, OST growth in key grades/ELA

-Finances are well managed and improved mid year despite losing revenue

-Operations team is delivering aligned improvement that moves scholar and family improvement forward. Closing gaps where there were failures in the past

-Net Promotor Score has improved

-Families are continuing to choose us despite there being many options in the neighborhoods

Building Capacity - Where We're Headed

-Turn growth into proficiency through Tier 1, intervention, and reteach alignment. You can't intervene your way out of an instructional challenge. Teachers have to be prepared to deliver high quality lessons every day. This has been the work we've been doing and will continue to do.

-Achieve structural balance in FY27; close \$2984 per-pupil gap

-Operations will improve food quality and menus using student voice data

-Think differently around recognition. Peer recognition + expand non-monetary rewards

-Family experience - families are operating right now because of trust. We have to do more with that faith and trust. This partnership looks like working with families to outline what academics looks like, participate in advocacy, and have parent councils that actually inform our policies and procedures. We want to be the most hospitable where hospitality is the driver in the near-term.

-How will we bring the front line facing families into alignment on this message?

- The school year readiness section for next year will go into more detail. We learn and grow together and everyone learns and grows daily. We've been very focused on academics, so we've underdeveloped in the operations/front offices. So we need to invest in them more moving forward. Spark feedback for teachers knowing

their job is in the 80s-90s, but that's not the same for everyone. We need to make the standard of excellence very clear and provide that PD.

Long-Term Vision

- Academic Excellence: Rigorous, joyful, grade-level learning - every scholar, every day (this takes us from growth to proficiency)
- Fully Enrolled Schools: Strong schools families choose and stay (families choose based on academic achievement and security/safety)
- Multigenerational Impact: Expand opportunities for scholars, their families and our community (establish family resources to provide services in communities, invest in facilities so we are a good neighbor, making sure the pathway for families is clear through K-8, through high school, then through college and career).

The Path Forward

- Strong Objectives and Strong Key Results
- Senior leadership OKR will be shifting to this mindset

FY 25-26 Academic Outcomes

Wins

- ELA proficiency increasing across all 5 campuses (OST)
- Midtown is leading performance - highest proficiency across all SOT subjects
- 4/5 campuses improved Math on-grade-level rates (iReady)
- Southeast led early literacy outcomes with the highest DIBELS benchmark Rate (45%)

Opportunities

- Math and Science OST gains were limited - only one campus (Midtown) showed improvement
- iReady on-grade level rates in ELA & Math remained largely flat YOY
- Math gains were modest, indicating slow progress toward grade-level mastery
- Network-wide DIBELS benchmark attainment remains low

-With diligent coherent investment perspective, kids can continue to grow. We are not proficient enough yet.

-Is this where we expected or wanted to be at this point?

- Stay out of wanting, it's about what we expected. We are evidence based, so it was relatively straightforward to know where we were going to end the year based on the mid-year results. We predicted this which is why we implemented the changes for next year. Everybody should learn and develop and it shouldn't be a lottery based on who the teacher is. To do this we have to implement systems and take away some autonomy from teachers in the interest of kids and families to better serve them. This is the tension you feel across the org.

-For the outlier teachers, can we say with fidelity that the ones who achieved are the ones that got with the program?

- Generally speaking yes. There is a handful of veteran teachers who know the content very well who do what we ask but are more difficult about it. We are trying to create a place where you don't have to be that person to be successful.
- If kids aren't in school to receive quality instruction, it will stand in our way of meeting our goals. We've built aligned solutions to this already, so there is nothing in the packet that's new, just the same ideas but strengthened to create organizational coherence.

ELA OST% Proficient Spring YOY Comparison

-All 5 campuses improved and Willard had the highest point improvement

Math OST% Proficient Spring YOY Comparison

- Only 1 campus increased Math proficiency vs last springs OST - Midtown which also led at 35% proficient
- Willard saw the largest decline (-8) in math proficiency
- We see the reason for this as very obvious since not all schools had a consistent math teacher

ELA Strong Growth, Now Expand Proficiency

- Proficiency increased from 10% (BOY to EOY)
- Year over year remains flat - same students are growing but not enough new students are reaching proficiency

SY27 Focus

- Build principal muscle in frequent strategic data cycles
- Increase family engagement based on data

iReady ELA

- Fall to Winter to Winter to Spring: schools moved up and we want to continue to see them move up in this trajectory. Our goals need to accelerate the growth
- The longer students are with us, the better they do and the better their outcomes are

Math: Progress Made, Urgency Required

- Growth is not yet translating to strong proficient. They are growing but we need to speed up their growth
- SY27 Focus: Strengthen quality instruction and coaching, high dosage tutoring, reallocate resources to make math achievement a top network priority
- Is there an opportunity for additional resources to increase this area? Maybe this is an area to have additional conversations with FOB on.

FY 26-27 Readiness

- Summer learning schedule with an architecture for each group to learn curated professional development to improve skills and also change philosophy and culture.
- Starting in July - New leader intensive, then all leader intensive, then leader team prep week, then new staff summer institute, and finally all staff professional development
- These will include front offices, security guards, etc. People who didn't always get to have this.
- New teachers are likely not to return if they start post summer institute, so we are really focused on getting hires in before this all begins

Progress Monitoring Scholar Enrollment

- Slightly above where we were at last year, no concerns yet. Watching kinder enrollment and we expect this to pick up in July/August

Progress Monitoring Staff Hiring

- Continuing to go really well overall

Progress Monitoring Staff Vacancy

- Low vacancies. The data in vacancies is driven by additional roles

B. Academic Excellence Committee Update

Michelle discussed the last AEC meeting, and she left the meeting feeling really good. There's good news in the wake of extraordinary planning. Positive things are happening and we really need to focus on the incremental growth. The charts are really exciting and showing real growth. We need quality teachers, coaches for the teachers, and the teachers to implement the plan as written. If we do this over and over again, we're going to have positive results which is predictable.

Wagon wheel with spokes in terms of navigating hiring, parent partnerships, coaching - there's so much that's embedded and the academic team has been working really hard to make sure these areas are really developed with fidelity. This is a lot of work and they're paying attention to this. There is great care and intentionality.

We are going to apply what we know, refine it, implement it in a loop. We saw it in the charts and we want to speed this up by having the right people in the right place.

Teachers need to be centered by hiring the right people. Creating equitable structures across all of the schools and creating the right time and resources for them to do their job.

C. CFO/Treasurer Report

May 2026 Financial Summary

- Making sure we are properly reflecting for next year, typical end of year fiscal clean up.
- Slightly over budget/expenses

- Meeting all sponsor benchmarks
- Purchased Chromebooks but didn't receive any financial aide in May

Community School Forecast

- Consistent with what we presented previously, so no major changes
- See the gap between revenue and expenses shrinking

Celeste is transitioning out, and the new treasurer is slated to start August 10th.

D. Finance Committee Updates & Vote

J. LeMay made a motion to approve the BPS May Financials.

M. Hakim seconded the motion.

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

M. Hakim made a motion to approve the BPS Signer resolution.

J. LeMay seconded the motion.

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

C. Lipscomb made a motion to approve the Schools May Financials.

A. Garg seconded the motion.

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

A. Garg made a motion to approve the Schools Forecast resolution.

M. Harris seconded the motion.

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

C. Lipscomb made a motion to approve the Schools Treasurer resolution.

A. Garg seconded the motion.

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

A. Garg made a motion to approve the Schools 26-27 Fiscal Officer Waiver.

M. Harris seconded the motion.

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

E. NLT Reports

V. Board Updates

A. Governance Committee

Nothing to add right now, but we have a great day planned and encourage the group to lean in to the experience.

B. CEO Support & Evaluation

CEO Support and Eval will be providing Dr. McRae with an evaluation which the process will be kicking off soon. Surveys are sent out to the board and we consolidate the info and have a convo with him in July.

His contract is being extended, so we are working with a group to get the contract finalized. The Consent Agenda has an item to allow the Board Chair to finalize the contract.

VI. School and BPS Boards Approve Consent Agenda

A. School Board Vote to Approve Consent Agenda

R. Novak made a motion to approve the Schools Consent Agenda.

M. Harris seconded the motion.

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

B. BPS Board Vote to Approve BPS Consent Agenda

M. Hakim made a motion to approve the BPS Consent Agenda.

J. LeMay seconded the motion.

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

VII. School Resolutions

A. Superintendent and Designated Signer

M. Harris made a motion to approve the resolution appointing Dr. Keena Day to Superintendent.

C. Lipscomb seconded the motion.

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

M. Harris made a motion to approve the resolution appointing Dr. Keena Day as the Schools Designated Signer.

R. Novak seconded the motion.

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

B. Principal Appointment Breakthrough Willard

C. Lipscomb made a motion to approve the Principal Appointment at Breakthrough Midtown (Breakthrough Willard) for SY25-26.

M. Harris seconded the motion.

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

M. Harris made a motion to approve the Principal Appointment at Breakthrough Midtown (Breakthrough Willard) for SY26-27.

C. Lipscomb seconded the motion.

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

VIII. Sponsor Updates

A. CMSD Updates

M. Rado was not present

B. Buckeye Updates

- Nothing to report - everything has been turned in except the minutes that will be signed today
- Wiz and Ron attended the summit in Columbus which was appreciated
- Anticipating that WH will be a tier 3 school again

IX. Closing Items

A. Adjourn Meeting

Before adjourning, we want to celebrate Jennifer Howard. She has helped to lead us to where we are headed. We know she'll continue to be in the BPS world and want to take the time to honor her as a BPS board alum.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:05 AM

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 10:05 AM.

Respectfully Submitted,

S. Steinhouse