

APPROVED



Excel Academy Massachusetts

Minutes

Board of Trustees - Academic Oversight Committee Meeting

Date and Time

Monday June 8, 2026 at 1:30 PM

Location

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Meeting ID: 242 369 693 090 1

Passcode: cf9P9uW2

Meeting Notice Posted Publicly on 6/2/26.

Please note: All items listed on the agenda are subject to a possible vote by the Board of Trustees or its subcommittees.

Committee Members Present

B. Rodriguez (remote), T. Griffith Walker (remote)

Committee Members Absent

None

Guests Present

A. Kaynor (remote), F. Reyes (remote), N. Keough (remote), O. Stearns (remote)

I. Opening Items

A.

Record Attendance

B. Call the Meeting to Order

B. Rodriguez called a meeting of the Academic Oversight Committee of Excel Academy Massachusetts to order on Monday Jun 8, 2026 at 1:31 PM.

C. Public Comment

No members of the public provided comments at this meeting. A. Kaynor noted that Board member Maher Colaylat will be joining the Committee for next school year.

D. Approve Minutes for prior Academic Oversight Committee Meeting

T. Griffith Walker made a motion to approve the minutes from Board of Trustees - Academic Oversight Committee Meeting on 03-23-26.

B. Rodriguez seconded the motion.

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

II. Academic Oversight

A. Update on State of the Schools, Academic Data, and Priorities

N. Keough, F. Reyes, and members of the academic team presented updates on academic performance, student and staff outcomes, and priorities for SY26–27, as detailed in the academic dashboard and presentation materials provided to the Committee. Committee members reviewed the data, including student achievement, culture, attendance, staffing, and subgroup outcomes, and engaged in discussion with the academic team regarding trends, areas of strength, and opportunities for continued improvement.

A. Kaynor asked a clarifying question regarding middle school suspension rates, which remain slightly above the school's goals. N. Keough provided additional context, noting that increases at some campuses were driven in part by vaping-related incidents.

M. Colaylat asked whether improvements in staff satisfaction could be attributed to specific organizational actions. N. Keough shared that strengthening trust in leadership was a major organizational focus throughout the year. She noted that lower satisfaction levels in the prior year were influenced by a period of significant organizational change, while this year staff have experienced greater stability and have begun to see the benefits of those changes. She also highlighted the implementation of a new leadership evaluation framework that more clearly defined expectations for excellent leadership.

N. Keough clarified that the staff retention metric reflects all staff departures and is not limited to employees who were invited to return.

B. Rodriguez asked a clarifying question regarding the total number of staff represented in the retention and satisfaction data, and F. Reyes provided additional detail.

B. Rodriguez also asked whether the school tracks reasons for staff departures. F. Reyes described the available data, and A. Kaynor noted that Alejandra Gil would provide the Board with a more detailed analysis of retention trends during fall presentations.

A. Kaynor asked how staff might experience the academic priorities proposed for next year. N. Keough responded that the focus is on moving from good to great and should not feel like a significant shift in direction, but rather a refinement and celebration of strong practices already in place across the organization.

M. Colaylat asked how success will be measured relative to the proposed strategic priorities. N. Keough noted that some indicators will be quantitative, while others will be reflected qualitatively through classroom instruction, coaching, observations, and leadership practice.

A. Kaynor commented that the emphasis on prioritizing student work aligned with periods of particularly strong academic growth observed in prior years. N. Keough shared that this focus emerged directly from analysis of the organization's strongest instructional outcomes, including standardized assessment preparation efforts, and reflects a desire to make those effective practices more consistent, intentional, and systematized across schools.

N. Keough concluded by expressing gratitude to B. Rodriguez and T. Rush for their leadership on the Committee during the year and welcomed M. Colaylat as a new Committee member.

III. Closing Items

A. Adjourn Meeting

B. Rodriguez made a motion to adjourn the meeting, having completed the Committee's business.

T. Griffith Walker seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 2:16 PM.

Respectfully Submitted,

B. Rodriguez

List of documents used in the meeting:

- Agenda
- Prior meeting minutes
- Academic update slides

- Board academic data dashboard

The public is welcome to attend any meeting of the Board of Trustees or its subcommittees. If communication assistance (readers/ interpreters/captions) or any other accommodations are needed to ensure equal participation, please contact Arthur Kaynor at akaynor@excelacademy.org at least two (2) business days prior to the meeting. Any changes in the agenda will be posted on Excel Academy Charter School's website, Excel's principal place of business, and will be electronically filed with the Secretary of State at least forty-eight (48) hours in advance of the meeting. If you would like to attend a Board meeting and provide public comment, please sign up 48 hours in advance here: <https://forms.gle/7315BJ7v1bHGGh2Q9>.

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