

APPROVED



# Inwood Academy for Leadership Charter School

## Minutes

### June Board of Trustees Meeting

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#### **Date and Time**

Saturday June 10, 2023 at 8:30 AM

#### **Location**

The Dream Hotel  
355 W 16th Street, New York, NY 10011

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#### **Trustees Present**

C. Talero, J. Looney, J. Patrick, K. Mangual (remote), M. Rosenthal, S. Mlynar (remote), S. Santo, V. Singh

#### **Trustees Absent**

B. Wilson, J. Almonte

#### **Guests Present**

B. Mercedes, C. Reyes, J. Pichardo, N. Polanco

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### **I. Opening Items**

#### **A. Record Attendance**

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

M. Rosenthal called a meeting of the board of trustees of Inwood Academy for Leadership Charter School to order on Saturday Jun 10, 2023 at 9:16 AM.

#### **C.**

## Approve Minutes

K. Mangual made a motion to approve the minutes from May Board of Trustees Meeting on 05-16-23.

J. Looney seconded the motion.

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

## II. Board Committee Reports

### A. Year In Review

The CEO presented the Year In Review updates:

- This year PGC has been restarted; after the pandemic
  - This leadership program is very intentional as the students have to undergo an interview to be chosen for the program
  - This gives students the power to learn and execute leadership in all platforms they may be involved in
- We will be creating an overall definition of "Leadership" that can be used throughout all IAL schools in order to have students work towards the same goal (5-12)
  - This definition will contribute to the overall culture of our schools
    - More marketing for how our students grow to be leaders will be worked on for the next school year
    - Possibly bringing parents/families into the students overall leadership development
- Coaching for staff members has also increased this year; peer coaching is part of staff members individual career development plan.
  - We are making sure staff feel appreciated, celebrated, and know about all of the professional development opportunities IAI offers.
    - We have also involved our students in how IAL shows instructional staff appreciation
    - We are ensuring staff feels good working with IAL; especially with the teacher shortage being experienced throughout the nation.
- Student Outcome Goals
  - More student taking higher level math classes
  - Higher SAT/ACT scores
  - More students taking AP courses
  - More students getting into higher tiered colleges
  - Also ensuring our students are being exposed to places outside of their community to expand their mindset
- HRS Level 1 Certification
  - We have established 5 departmental professional learning communities
  - We have established 4 grade level professional learning communities
  - We have implemented instructional rounds

- TWR BOY to MOY Assessment
  - The HS and MS both have both increased their number of skilled writers
- Aimsweb Reading Assessment
  - MS grades grew by 9% this year
  - HS grades grew by 3% this year
- Math Growth
  - An increase of 14% was established by the 8th graders this year; in comparison to last years' numbers.
  - MS students performed better on their Spring interims than last year
- HS Graduation Projection
  - Including August graduates, there has been an 8% increase when compared to the March projections
  - Overall projection is 91% compared to 87% in NYS and 82% in District 6
    - 82% for June
    - 9% for August
- Offering multiple college prep programs
  - Read Alliance, Mitsubishi Internship Program, SEO, S-PREP, LANG, Girls Who Code to name a few
  - To get more students into more programs, staffing is key. Staff introduce and promote these programs to all of our students.
- Staff Turnover
  - We are still dealing with teacher shortage
  - Another update will be provided in September
  - Hiring is ongoing
- Leadership Development
  - Many team members have been utilizing Michelle Hoover to develop specific skills through a planned approach
  - Staff members are learning and having crucial conversations; effective communication is key
  - They are attending various professional development focused on how to become a better leader for students and for staff
  - When a leadership position arises, we want those that are up for it to be beyond ready
  - Erica Reyes and Christina Reyes have both attained certification in Crucial Learning: Mastering Dialogue
  - Erica, Christina, and Jenny Pichardo will be obtaining a Hogan Assessment Certification in August
- Outcomes:
  - Laid the groundwork for all future growth
  - Better and more effective team collaboration
  - Communication has improved
  - More consistency in performance evaluation process

**B.**

## Finance & Executive Committee Reports

### Budget

- The budget reflects organization priority and the alignment with salary changes
- As of right now we have 230 students that we receive payment for
  - Standard per pupil 18,340 and 19,340 for SpEd students
  - There are more students with IEP's this upcoming year
  - The budget is always under our student enrollment number just to be conservative
    - Making our maximum number 960
      - For next year the maximum will be 947, which is closer to where we are now
  - A pie chart will be provided to the board to better explain the expenses for the upcoming school
- The salaries of the C-Level leaders were reviewed and approved
- Priority
  - The elementary school building
    - Ensuring we have funds for the temporary and permanent space
    - It's always going to be a service rate of 1.10 in order to meet the requirements for the high school bond
- Budget priorities will be added to the July reporting

M. Rosenthal made a motion to approve C-Level salaries.

K. Mangual seconded the motion.

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

J. Patrick made a motion to To approve the 2023 - 2024 budget.

J. Looney seconded the motion.

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

## C. Academic Committee Report Out

Vice Chair, Kathy Mangual assumed the chair position upon Max Rosenthal having to leave the meeting early.

### Elementary School Planning:

- The Elementary School Director has been hired
- We will start with 5 classes with 20 students per class
  - Grades K and 1st
- Leader in Me has been introduced to the framework
  - Based on Stephen Covey's 7 Highly Effective habits
    - This is for leadership development based on knowing self, setting goals, and working towards them.
  - It is connected to social-emotional learning
- Literacy

- AIM Research Institute will continue to be a key partner
- Introducing interactive humanities
  - So that the students can retain new information by learning it the traditional way but also having hands on and out of classroom experiences
- Ensuring we are giving students the skill to make connections when learning something new
  - Ensuring they have the background knowledge to make the necessary connections to further understand the new concepts they are being introduced to
- Numeracy
  - A curriculum has not been identified

Bianca Mercedes and Christina Reyes gave a kindergarten class demonstration to the board

### **III. 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 1:34 PM.

Respectfully Submitted,  
K. Mangual